DOCUMENT RESUME

ED 125 448 HE 008 018

AUTHOR	Garfin, Molly, Ed.; And Others
TITLE	Collective Bargaining in Higher Education. Bibliography No. 4.
INSTITUTION	City Univ. of New York, N.Y. Bernard Baruch Coll. National Center for the Study of Collective Bargaining in Higher Education.
PUB DATE	Apr 76
NOTE	241p.
AVAILABLE FROM	National Center for Collective Bargaining in Higher Education, Baruch College (CUNY), New York, N.Y. ($7.00)
EDRS PRICE	MF-$0.83 Plus Postage. HC Not Available from EDRS.
DESCRIPTORS	Academic Freedom; Administration; Affirmative Action; Attitudes; *Bibliographies; *Collective Bargaining; Court Cases; Educational Accountability; *Employer Employee Relationship; *Employment Problems; Fringe Benefits; Governance; Grievance Procedures; *Higher Education; Job Layoff; Legislation; Personnel Policy; Post Secondary Education; Salaries; Strikes; Students; Teaching Load; Tenure; Unions

ABSTRACT

The fourth annual bibliography of retrospective and current searches in the field of collective bargaining in higher education represents an attempt to survey the literature of the field as it relates to faculty in public or private colleges and universities. The scope includes 1975 and pre-1975 references. Relevant information from major journals plus material relevant to arbitration awards, court decisions, NLRB, and PERB rulings are included. The bibliography, arranged alphabetically by subject, includes topics on: academic freedom, administration, collective bargaining in Canada, faculty attitudes, grievance procedures, legislation, retrenchment, strikes, students, tenure, unions, and women. (Author/KE)

****
* Documents acquired by ERIC include many informal unpublished *
* materials not available from other sources. ERIC makes every effort *
* to obtain the best copy available. Nevertheless, items of marginal *
* reproducibility are often encountered and this affects the quality *
* of the microfiche and hardcopy reproductions ERIC makes available *
* via the ERIC Document Reproduction Service (EDRS). EDRS is not *
* responsible for the quality of the original document. Reproductions *
* supplied by EDRS are the best that can be made from the original. *
****

ED125448

Collective Bargaining in Higher Education

Bibliography No. 4

with Subject, Title and Author Indexes

Compiled by Molly Garfin
with Daniel J. Julius and Joseph M. Egan

April 1976

THE NATIONAL CENTER FOR
THE STUDY OF COLLECTIVE BARGAINING
IN HIGHER EDUCATION
Baruch College – CUNY

PERMISSION TO REPRODUCE THIS COPYRIGHTED MATERIAL BY MICRO FICHE ONLY HAS BEEN GRANTED BY
National Center for the Study of Coll. Bar. in H.E.
TO ERIC AND ORGANIZATIONS OPERATING UNDER AGREEMENTS WITH THE NATIONAL INSTITUTE OF EDUCATION FURTHER REPRODUCTION OUTSIDE THE ERIC SYSTEM REQUIRES PERMISSION OF THE COPYRIGHT OWNER

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

COLLECTIVE BARGAINING IN HIGHER EDUCATION

BIBLIOGRAPHY NO. 4

APRIL 1976

Compiled by

Molly Garfin

with assistance of Daniel J. Julius and Joseph M. Egan

The National Center for the Study of
Collective Bargaining in Higher Education
. Baruch College . CUNY

New York, N. Y.

Copyright © 1976 in U. S. A.
by The National Center for the
Study of Collective Bargaining
in Higher Education - Baruch
College - City University of
New York

All Rights Reserved

Price $7.00

INTRODUCTION

This is the fourth volume of the series of Collective Bargaining in Higher Education bibliographies compiled at the National Center for the Study of Collective Bargaining in Higher Education, Baruch College, City University of New York. These volumes are prepared for distribution at the National Center's Annual Conferences conducted each spring.

An initial grant from the Elias Lieberman Memorial Foundation enabled the Center to establish a contract collection. Better than 220 contracts are now on file at the Center's library. One hundred and twenty-four college contracts were placed in a computer databank with a full-text retrieval capability.

Additional funding from the Ford Foundation was obtained in the fall of 1975. This grant stabilized the library for some eighteen months, and has allowed the Center to retire the original computerized file of 124 contracts, most of which expired by August 31, 1975, and replace it with a current computerized contract file of 136 contracts which expire in 1976, 1977 and 1978.

The library is now regularly used by many visitors. We encourage use of the Center and continued responses and reactions to our publications and services.

Thomas Mannix
Acting Director

PREFACE

The Fourth Annual Bibliography, the latest in the series of bibliographies of retrospective and current searches in the field of Collective Bargaining in Higher Education, represents an attempt to survey the literature of the field as it relates to faculty in public or private colleges and universities.

Primarily a source of current references for the year 1975, the scope of this bibliography was enlarged to include pre-1975 references in fields that are of particular interest at this time, but were not included in earlier bibliographies.

Materials covered include books, periodical articles, research reports, unpublished reports, judicial and administrative agency decisions. An attempt has been made to search the major journals in the field, as well as material relevant to Arbitration Awards, Court Decisions, NLRB and PERB rulings. The reader is referred to the sections "Resources and Periodicals" for further information on sources. Many organizations listed in the section "Useful Addresses" kept the Center informed of meetings, speeches and research reports. "Bibliographies" on pages 118-121 lists published bibliographies that were useful in the compilation of this bibliography. In addition, an individually collected computer search of ERIC documents and journals was an important source of information, as were Dissertation Abstracts and the Index to Legal Periodicals.

We have endeavored to cover major sources of material and to publish a selective listing. However, we apologize for omissions and errors and welcome your comments and corrections.

The Bibliography is arranged by Subject - see Table of Contents for major subject divisions - and alphabetically by author or title within each subject. We hope you will find this arrangement, along with the separate Author Index and Title Index (also listing Arbitration Awards, Court Cases, NLRB and PERB Decisions by parties) helpful in using this publication. The Subject Index beginning on page 152 provides access to geographic areas and individual institutions as well as sub-divisions of major subjects.

Information detailing the National Center's publications and services can be found at the end of this Bibliography.

Thomas Mannix, Acting Director of the Center and Ms. Evan Mitchell, Assistant to the Director, helped immeasurably with advice and support. Ms. Ruby Hill and Ms. Patricia Doocey were responsible for the typing, and Joseph Tondi, a Baruch student assistant, lifted morale as deadlines neared. I greatly appreciate their assistance and cooperation.

Molly Garfin
Librarian

TABLE OF CONTENTS

	Pages
Introduction	ii-iii
Preface	iv-v
Academic Freedom	1
Accountability	2
Administration	2-4
Affirmative Action	5-13
Arbitration	13-14
Arbitration Awards (by State and Country)	14-19
Bargaining Units	19-20
Collective Bargaining	21-34
Collective Bargaining - Canada	35-36
Community Colleges	36-38
Contracts	38-40
Court Cases	40-41
Court Cases (by State)	42-60
Department Chairmen	61
Discrimination	62-63
Faculty Attitudes	64-67
Fringe Benefits	67
Fringe Benefits - Health Care	68
Fringe Benefits - Pensions	68
Fringe Benefits - Retirement	68
Fringe Benefits - Unemployment Insurance	68
Governance	69-75
Grievance Procedures	75-76
Impasse Resolution	76
Institutional Planning	76-77
Labor Law	78
Legal Responsibilities	78-79
Legislation - Federal	79-80
Legislation - State	81-82
Legislation (by State)	83-84
Librarians	84-85
Negotiations	85
NLRB	86
NLRB Decisions (by State)	87-94
PERB Decisions (by State)	94-98
Personnel Relations	98
Professionalism	98-99
Public Sector Labor Relations	99-100
Retrenchment	100-101
Salaries	102-103
Strikes	103-104

Table of Contents (continued)

	Pages
Students	104-108
Tenure	108-110
Trustees	111
Unions	112-115
Women	115-116
Workload	117
Bibliographies	118-121
Author Index	122-127
Title Index (including Arbitration Awards, Court Cases, NLRB and PERB Decisions)	128-151
Subject Index	152-170
Resources and Periodicals	171-175
Useful Addresses	176-181
Glossary	182-225
Acronyms - Abbreviations	226-228
An Invitation to Join the Center	229
National Center Publications	230
National Center Information Retrieval System	231

ACADEMIC FREEDOM

1 "Academic Freedom and Tenure: Murray State University (Kentucky)." AAUP Bulletin, 61(4): 322-328, December, 1975.

2 American Civil Liberties Union. Academic Freedom, Academic Responsibility, Academic Due Process in Institutions of Higher Learning. Rev. ed. New York, N.Y.: American Civil Liberties Union, Sept., 1966, 18 pp. (ERIC #ED 071 547).

3 "Concordia Seminary (Missouri)." AAUP Bulletin, 61(1): 49-59, April, 1975.

4 "Development in the Law-Academic Freedom." Harvard Law Review, 81: 1045-1159, March, 1968.

5 "Elmira College (New York)." AAUP Bulletin, 61(1): 65-73, April, 1975.

6 "Houston Baptist University." AAUP Bulletin, 61(1): 60-64, April, 1975.

7 Joughin, Louis, ed. Academic Freedom and Tenure: A Handbook of the American Association of University Professors. Madison, Wisc.: University of Wisconsin Press, 1967.

8 "Lehigh University: A Report on a Case of Excessive Probation." AAUP Bulletin 61(1): 74-77, April, 1975.

9 "1974 Reports on Cases of Late Notice." AAUP Bulletin, 60(4): 421-423, W. 1974.

10 Pincoffs, Edmund L. The Concept of Academic Freedom. Austin, Texas: University of Texas Press, 1975.

11 Semas, Philip W. "Professors Censured." The Chronicle of Higher Education, 10(3): 3, March, 1975.

12 "University of Science and Arts of Oklahoma (Formerly Oklahoma College of Liberal Arts)." AAUP Bulletin, 61(1): 39-48, April, 1975.

ACCOUNTABILITY

13 Cheit, Earl F. "What Price Accountability." Change, 7(9): 30-34, 60, November, 1975.

14 Goodlad, John I. "A Perspective on Accountability." Phi Delta Kappan, 57(2): 108-112, Oct., 1975.

15 Hodgkinson, H.L., J. Hurst and H. Levine. Improving and Assessing Performance: Evaluation in Higher Education. Berkeley, Ca.: Center for Research and Development in Higher Education, Univ. of California, 1975.

16 Hoos, Ida R. "The Costs of Efficiency: Implications of Educational Technology." Journal of Higher Education, 46(2): 141-160, Maryland, 1975.

17 Mortimer, Kenneth P. Accountability in Higher Education. Washington, D.C.: American Assn. for Higher Education/ ERIC Clearinghouse on Higher Education. Report No. 1, January, 1972.

ADMINISTRATION

18 Angell, George W. Some Effects of Collective Bargaining on the Art of Campus Administration. (Outline). Charlottesville, Va.: University of Virginia, July, 1975.

19 Bender, L.W. et al. First-Level Management: Legal Implications and Responsibilities for Selection and Retention of Faculty. Tallahassee, Fla.: Florida State University, Dept. of Higher Education, 1973. (ERIC #ED 073 758).

20 Bogard, Lawrence. "Management in Institutions of Higher Education." In Papers on Efficiency in the Management of Higher Education, ed. by A. Mood et al. Berkeley, Calif.: Carnegie Commission on Higher Education, 1972.

21 Brubaker, Dale. Creative Survival in Educational Bureaucracies. Berkeley, Calif.: McCuthan Pub. Corp., 1974.

22 Burd, Paul E., III. Faculty Collective Bargaining and the State College President. Ed. D. Dissertation, West Virginia University, Morgantown, W. Va., 1974.

ADMINISTRATION (cont'd.)

23 Butt, William G. "Criteria for Staffing the Small College." Community College Review, 3(2): 50-54, Sept., 1975.

24 Ferguson, Tracy H. and William L. Bergan. Administrators in the Process of Unionization Avoiding Unfair Labor Practices. Washington, D.C.: Academic Collective Bargaining Information Service, 1975.

25 Fortunato, R.T. and G.C. Lozier. "How Large Should the Central Personnel Function be in a College or University?" Journal of the College and University Personnel Association, 26(4): 39-48, Oct./Nov., 1975.

26 Gemmell, James. Collective Bargaining: A View From the Presidency. Orientation Paper #6. Washington, D.C.: Academic Collective Bargaining Information Service, 1975.

27 "How to Live With Faculty Power." College and University Business. 53(6): 33-44, Dec., 1972.

28 Howe, Ray. "A View From the Bridge." Compact, 6(3): 21-23, June, 1972.

29 Kilgras, D.C. Administration as an Adversary Role: Bargaining - Collective Negotiations. Eugene, Ore.: Oregon School Study Council, 1973. (ERIC #ED 078 541).

30 Mazzola, Herbert E. "Collective Negotiations and University Faculties." Journal of the College and University Personnel Association. 23(4): 34-47, Aug., 1972.

31 Millett, John D. et al. Personnel Management in Higher Education. Washington, D.C.: Academy for Educational Development, Inc., Oct., 1972. (ERIC #ED 068 043).
Problems of administration with collective bargaining and tenure.

32 Murton, Curtis S., Jr. Role-Choice Orientation of Michigan Public Community College Presidents in Collective Bargaining Negotiations: A Study in Role-Conflict Resolution. Ph.D. Dissertation, Michigan State University, East Lansing, Michigan, 1973.

33 Murton, Curtis S., Jr. "Role of the Chief Executive Officer." New Directions for Community Colleges, 3(11): 45-50, Autumn, 1975.

ADMINISTRATION (cont'd.)

34 Naples, Caesar J. "Collective Bargaining: Opportunities for 'Management'." New Directions for Higher Education. 2(1): 47-60, Spr., 1974.

35 Nash, Paul. "Authority Relationships in Higher Education." Journal of Higher Education, 44(4): 255-271, April, 1973.

36 National Association of College and University Business Officers. College and University Business Administration. 3rd ed. Washington, D.C.: NACUBU, 1974.

37 Nigro, Peter D. "Power Politics in the University." Journal of Business Education. 50(1): 29-30, Oct., 1974.

38 Oliker, M.P. and N. Kaufman. "The Faculty Unionization Challenge: One Administration's Response." The Journal of Higher Education, 46(5): 519-532, Sept./Oct., 1975.

39 Prisco, Frederick R., Jr. Expectations of Presidents, Board Members, and Faculty Negotiators for the Role of the New Jersey County-Community College President in Faculty-Board Negotiations. Ph.D. Dissertation. Rutgers University, New Brunswick, N.J., 1971.

40 Semas, Philip W. "The Perilous Presidencies." The Chronicle of Higher Education., 9(18): 1, 4, February, 1975.

41 "Union Demands Lead College President in Pa. to Resign." 1975-GERR-601: B-20.

42 Weinberg, William M. "Structural Realities of Collective Bargaining in Public Higher Education." Journal of the College and University Personnel Association, 25(2): 4-11, Apr., 1974.

43 Zoffer, H.J. "A College Administrator Looks at Collective Bargaining." Journal of the College and University Personnel Association, 26(3): 33-40, July/August, 1975.

AFFIRMATIVE ACTION

44 Academic Collective Bargaining Information Service. The Application of Non-Discrimination Laws and Regulations to Collective Bargaining in Higher Education. Special Report #23. Washington, D.C.: ACBIS, August, 1975.

45 "Affirmative Action: Format Proposed, Speed Criticized." NACUBO College and University Business Officer, 9(4): 1, Oct., 1975.

46 "Affirmative Action at Colleges and Universities." Labor Relations Reporter. News and Background Information, 90: LRR, 140-141, Oct. 6, 1975.

47 "Affirmative Action Guide for Colleges." Labor Relations Reporter - Fair Employment Practice Manual, Suppl. 278, 490: 191-200(c), Oct. 18, 1975.

48 "Affirmative Action Held No Panacea for EEO in Higher Education." 1975 - GERR-635: B5-7.

49 American Council on Education. Office of Women in Higher Education. Equal Benefits in Retirement - A Case for Equity. Washington, D.C.: American Council on Education, January, 1974.

50 Association of American Colleges. Project on the Status of Women. "Office of Civil Rights Memorandum 'Classified' Affirmative Action." AAC Project on the Status of Women Newsletter. March, 1975.

51 Bartnoff, Judith. "Note. Title VII and Employment Discrimination in 'Upper Level' Jobs." Columbia Law Review, 73: 1614-1640, December, 1973.

52 Belanger, C.H. and D.R. Coleman. "Strategies and Procedures Used in Developing Goals for an Equal Employment Opportunity Affirmative Action Program." Journal of the College and University Personnel Association, 26(4): 15-25, Oct./Nov., 1975.

53 Bergmann, B.R. and M. Maxfield, Jr. "How to Analyze the Fairness of Faculty Women's Salaries on Your Own Campus." AAUP Bulletin, 61(3): 252-265, Oct., 1975.

AFFIRMATIVE ACTION (cont'd.)

54 "Berkeley Plan." NACUBO College and University Business Officer. 9(2): August, 1975.

55 Bernstein, Merton G. and Lois G. Williams. "Professor Higgins' Complaint, or the Pension Treatment of Women Who Refuse to Act Like Men." Educational Record, 55: 248-256, Fall, 1974.

56 "Bias-Rules Deadline." The Chronicle of Higher Education, 10(17): 5, July, 1975.

57 Boring, Phyllis Z. "Antibias Regulations of Universities: A Biased View?" AAUP Bulletin, 61(3): 252-255, Oct., 1975.

58 Boring, Phyllis Z. "Equal Opportunity and Tenure Quotas." (Paper read at the AAUP-WEAL Conference), May 11, 1974.

59 Boyd, Thomas D. "Some Thoughts on Affirmative Action." Journal of the College and University Personnel Association, 26(4): 1-2, Oct./Nov., 1975.

60 Carnegie Council on Policy Studies in Higher Education. "Carnegie Council's Affirmative-Action Recommendations." The Chronicle of Higher Education, 10(20): 3-4, August, 1975.

61 Carnegie Council on Policy Studies in Higher Education. Making Affirmative Action Work. San Francisco; Jossey-Bass, Inc., 1975.

62 Chait, Richard and Andrew T. Ford. "Affirmative Action, Tenure, and Unionization: Can There be Peaceful Co-existence?" Summary in: The Chronicle of Higher Education, October 1, 1973. (ERIC #ED 090 808).

63 "Coaches Say Title IX Should Not Cover Big Money Sports." Higher Education Daily, 3: 1, June 18, 1975.

64 "Collective Bargaining and Affirmative Action." NEA Advocate, 4, June, 1975.

65 "Colleges to Have Three Years to Meet Title IX Sports Rules." Higher Education Daily, 3: 1, Mar. 11, 1975.

AFFIRMATIVE ACTION (Cont'd.)

66 "Compliance Reviews to Become Focus of OCR Enforcement." Higher Education Daily. 3: 1, June 7, 1975.

67 "Developments in the Law. Equal Protection." Harvard Law Review, 82: 1065-1192, March, 1969.

68 "Drafting of Uniform Testing Guidelines." Labor Relations Reporter - News and Background Information, 89: LRR; 158-159, June 23, 1975.

69 "EEOC Reporting Form for Educational Institutions." Labor Relations Reporter - News and Background Information, 89: LRR, 161-162, June 23, 1975.

70 Fields, Cheryl M. "Affirmative Action." The Chronicle of Higher Education, 10(11): 8, May, 1975.

71 Fields, Cheryl M. "Affirmative Action: Changes in Offing?" The Chronicle of Higher Education, 10(20): 3, August, 1975.

72 Fields, Cheryl M. "Affirmative Action Reprieve." The Chronicle of Higher Education, 10(17): 5, July, 1975.

73 Fields, Cheryl M. "Bias Exceptions Beaten Back." The Chronicle of Higher Education, 10(19): 1, 6, August, 1975.

74 Fields, Cheryl M. "Employment-Rights Laws and How They're Enforced." The Chronicle of Higher Education, 10(18): 7, July, 1975.

75 Fields, Cheryl M. "Fewer Data Required." The Chronicle of Higher Education, 10(21): 12, September, 1975.

76 Fields, Cheryl M. "57 Rights Groups Hit HEW on Anti-Bias Enforcement." The Chronicle of Higher Education, 11(15): 7, December, 1975.

77 Fields, Cheryl M. "H.E.W. Softens Bias Stand." The Chronicle of Higher Education, 10(7): 1, 11, April, 1975.

78 Fields, Cheryl M. "How Courts Will Enforce Laws on Sex Bias." The Chronicle of Higher Education, 10(1): 6, February, 1975.

AFFIRMATIVE ACTION (cont'd.)

79 Fields, Cheryl M. "NCAA Urged to Withdraw Its Women's Sports Plan." The Chronicle of Higher Education, 10(14): 8, May, 1975.

80 Fields, Cheryl M. "Rights Crackdown on Colleges Urged." The Chronicle of Higher Education, 9(17): 1, 6, January, 1975.

81 Fields, Cheryl M. "Sex-Bias Curbs Due to Take Effect." The Chronicle of Higher Education, 10(18): 9, July, 1975.

82 Fields, Cheryl M. "29 Universities Warned U.S. May Withhold Contracts." The Chronicle of Higher Education, 10(16): 1, 10, June, 1975.

83 Fratkin, Susan. "Collective Bargaining and Affirmative Action." NCSCBHE, Annual Conference Proceedings, 3rd, ed. by T.M. Mannix, 1975.

84 Frohnmayer, David B. "Current Developments in Federal Law Affecting Equal Employment Opportunity in Higher Education." The Journal of College and University Law, 1: 1-15, Fall, 1973.

85 Frohnmayer, David B. "Title IX, Education Amendments of 1972." The Journal of College and University Law, 2(1): 49-64, Fall, 1974.

86 "GAO (General Accounting Office) Investigation of University Compliance." Labor Relations Reporter - News and Background Information, 90: LRR, 56-57, Sept. 8, 1975.

87 Gittell, Marilyn. "The Illusion of Affirmative Action." Change, 7(8): 39-43, October, 1975.

88 Goodwin, James C. "Playing Games With Affirmative Action." The Chronicle of Higher Education, 10(10): 24, April, 1975.

89 Grame, T.C. "Prejudice in Academe." Change, Letters. 7(10): 6-7, Dec.-Jan., 1975-76.

90 Gregory, G.H. "Making the Affirmative Action Plan Work." The Journal of College and University Law, 1(1): 16-19, Fall, 1973.

AFFIRMATIVE ACTION (cont'd.)

91 Gruenfeld, Elaine F. Promotion: Practices, Policies, and Affirmative Action. Key Issues Series - #17. Ithaca, N.Y., New York State School of Industrial and Labor Relations, Cornell University, 1975.

92 Haith, D.M. "Many Universities Are Not Serious About Hiring Black Women." The Chronicle of Higher Education, Letter to the Editor, 10(3): 18, March, 1975.

93 "HEW Format for University Affirmative Action Plans." Labor Relations Reporter - News and Background Information, 90: LRR, 50-52, Sept. 1, 1975.

94 "HEW Memorandum to College and University Presidents." Labor Relations Reporter - Fair Employment Practice Manual, 490: FEP, 191-196, Jan., 1975.
Statement of HEW's position re affirmative action plans.

95 "HEW Plans to Probe Vocational Schools' Race and Sex Bias." Higher Education and National Affairs, 23(17): 3, May 4, 1974.

96 "HEW Retains Pension Benefits Language in New Title IX Regs." Higher Education Daily, 3: 1, Mar. 12, 1975.

97 "HEW Warns Southern California, St. Louis University on Affirmative Action." Higher Education Daily, 3: 1, May 1, 1975.

98 Holmes, Peter E. "What Title IX Means." The Chronicle of Higher Education, 11(3): 8-9, September, 1975.

99 Hook, S. and M. Todorvich. "The Tyranny of Reverse Discrimination." Change, 7(10): 42-43, Dec.-Jan., 1975-76.

100 Huff, Sheila. "Credentialing by Tests or by Degrees: Title VII of the Civil Rights Act and Griggs v. Duke Power Co." Harvard Educational Review, 44: 246-269, Spring, 1974.

101 Huff, Sheila. "Title VII Implications of the Use of Degrees in the Higher Education Employment Process." (Unofficial discussion draft prepared for the United States Equal Employment Opportunities Commission.) 1974c.

AFFIRMATIVE ACTION (cont'd.)

102 La Noue, George R. "Equal Opportunity Must Begin at Home." The Chronicle of Higher Education, 10(3): 32, March, 1975.

103 Larson, Barbara A. Affirmative Action and Academic Women: A Crisis in Credibility, Nov., 1973. (ERIC #ED 084 585).

104 "Latest Draft of Proposed Uniform Testing Rules." Labor Relations Reporter - News and Background Information, 90: LRR, 178-179, October 20, 1975.

105 Leonard, Walter J. "Affirmative Action at Harvard." The Chronicle of Higher Education, 10(6): 13, March, 1975.

106 Lepper, Mary M. "The Continuing Struggle for Equal Opportunity." Phi Delta Kappan, 54(4): 246-250, Dec., 1975.

107 Mathews, F.D. "Text of Charges that Federal Anti-Discrimination Efforts Lag." The Chronicle of Higher Education, 11(15): 7-8, December, 1975.

108 Mathews, John. "Affirmative Action." Nation's Schools and Colleges, 2(1): 34-35, January, 1975.

109 Miller, Judith. "Collegiate Sports and Other Title IX Controversies." Change, 6(10): 20-23, Dec.-Jan., 1974-75.

110 National Association of College and University Business Officers. Federal Regulations and the Employment Practices of Colleges and Universities. A Guide to the Interpretation of Federal Regulations Affecting Personnel Administration on Campus. Washington, D.C.: NACUBO, June, 1974.

111 "NEA Wins in Affirmative Action..." NEA Advocate, 3, Nov., 1975.

112 "New Title IX Regulations: How They Affect Employment." NEA Advocate, 6, Sept., 1975.

113 "OCR to 'Process' 53 Complaints, 41 Affirmative Action Plans." Higher Education Daily, 3: 1, May 7, 1975.

AFFIRMATIVE ACTION (cont'd.)

114 "OFCC Hearings on Academic Job Compliance." 1975 - GERR - 621: B-11 - B-13.

115 "Opposition to Berkeley Affirmative Action Plan Persists." Higher Education Daily, 3: 5, Mar. 25, 1975.

116 Ornstein, Allan C. "What Does Affirmative Action Affirm? A Viewpoint." Phi Delta Kappan, 57(4): 242-445, Dec., 1975.

117 Pemberton, John deJ., Jr., ed. Equal Employment Opportunity - Responsibilities, Rights, Remedies. New York: Practicing Law Institute, 1975.

118 Project on the Status and Education of Women. What Constitutes an "Education Program or Activity" Under Title IX? Are Programs That do not Directly Receive Federal Funds, Such as Athletics, Covered? Washington, D.C.: Association of American Colleges, 1975.

119 Relihan, Walter J. "Means and Ends: The Evolution of Federal Administration Doctrine on Equal Employment Opportunity." The Journal of College and University Law, 1(1): 33-37, Fall, 1973.

120 Robustelli, J.A. and C.W. Ericsson. "Affirmative Action in the Academic Community." The Journal of The College and University Personnel Association, 26(4): 7-14, Oct./Nov., 1975.

121 "Rutgers Symposium on EEOC's Tenth Anniversary." Labor Relations Reporter - News and Background Information, 90: LRR, 224, Nov. 3, 1975.

122 "Sandler Blames HEW 'Ineptness' for Affirmative Action Problems." Higher Education Daily, 3: 5, Sept. 16, 1975.

123 Scott, Madison H. "Affirmative Action/Personnel As a Viable Institutional Process." The Journal of the College and University Personnel Association, 26(4): 3-6, Oct./Nov., 1975.

124 Semas, Philip W. "Canada's Female Academics Wary of Affirmative Action." The Chronicle of Higher Education, 11(9): 3, November, 1975.

AFFIRMATIVE ACTION (cont'd.)

125 "Sen. Tower Introduces Bill Exempting Money Sports From Title IX." Higher Education Daily, 3: 3, July 17, 1975.

126 Sherman, Malcolm J. "Affirmative Action and the AAUP." AAUP Bulletin, 61(4): 293-302, Dec., 1975.

127 Shulman, Carol H. Affirmative Action: Women's Rights on Campus. ERIC Higher Education Report #6. Washington, D.C.: American Association for Higher Education, 1972.

128 Silvestri, Marco J. and Paul L. Kane. "How Affirmative is the Action for Administrative Positions in Higher Education." Journal of Higher Education, 46(4): 444-450, July/August, 1975.

129 Steinbach, Sheldon E. "Equal Employment Opportunity on Campus: Issues in 1974." The Journal of the College and University Personnel Association, 25: 1-9, July-August, 1974.

130 Steinbach, Sheldon E. and Joyce E. Reback. "Equal Employment + Equal Pay = Multiple Problems." Journal of College and University Law, 2: 25-48, Fall, 1974.

131 Stitt, Robert B. and Anthony P. Limitone, Jr. "University Fair Employment Practices Litigation Strategy and Tactics." The Journal of College and University Law, 1(1): 20-32, Fall, 1973.

132 Thornton, S.W., et al. "Affirmative Action: Success or Failure." Change, Dialog. 7(4): 48-51, May, 1975.

133 "Title VII Provides No Relief for Reverse Bias Cases, Court Rules." Higher Education Daily, 3: 5, Aug. 28, 1975.

134 "Title IX Sex Discrimination Regulations." Higher Education Daily, Pt. I - Supplement, June 6, 1975. Pt. II - Supplement, June 9, 1975.

135 "29 Major Universities Facing Loss of All Federal Contracts." NACUBO College and University Business Officers, 9(1): July, 1975.

AFFIRMATIVE ACTION (cont'd.)

136 "Unequal Pension Solution Delayed for More Study." NACUBO College and University Business Officers, 9(5): 1-2, Nov., 1975.

137 Watkins, Beverly T. "The University That Said No to the Guidelines." The Chronicle of Higher Education, 11(8): 5, November, 1975.

138 Wheeler, John W. "The Role of the University Counsel in Dealing with Equal Employment Opportunity Complaints." College Counsel, 7: 249-302, June, 1972.

139 Winkler, Karen J. "Brigham Young University Challenges Parts of Bias Law." The Chronicle of Higher Education, 11(7): 1, 10, Oct., 1975.

140 Winkler, Karen J. "Simpler Rules." The Chronicle of Higher Education, 11(4): 9, Oct., 1975.

141 "Witnesses Differ on Scope of Title IX." Higher Education Daily, 3: 1, June 26, 1975.

142 "With Little History, Debate or Thought..." (HEW's Title IX). The Chronicle of Higher Education, 10(7): 11-14, Apr., 1975.

ARBITRATION

143 Benewitz, Maurice C. "A Proposal for Improving College Arbitration." The Arbitration Journal, 29: 43-49, 1974.

144 "Conference Examination of New Arbitration Approaches." Labor Relations Reporter - News and Background Information, 89: 101-103, June 2, 1975.

145 Levy, Harold. Academic Judgment and Grievance Arbitration in Higher Education. Special Report #20. Washington, D.C.: Academic Collective Bargaining Information Service, April, 1975.

146 Simon, A.J. and W.F. Edmonson. "Arbitration in Higher Education." Arbitration Journal, 29: 217-224, Dec., 1974.

ARBITRATION (cont'd.)

147 Stern, James, Charles M. Rehmus, and J. Joseph Loewenberg. Final Offer Arbitration. Lexington, Mass.: Lexington Books, 1975.

148 "Training Program for Arbitrators." Labor Relations Reporter - News and Background Information, 90 - LRR - 122, Sept. 29, 1975.

ARBITRATION AWARDS - CALIFORNIA

149 "Teacher Who Breast-Fed Baby on Job Wins Reinstatement." (Southwestern College in California, at Chula Vista). 1975 - GERR - 593: B-18.

ARBITRATION AWARDS - CANADA

150 The Ontario Council of Regents for Colleges of Applied Arts and Technology on Behalf of the Colleges of Applied Arts and Technology and The Civil Service Association of Ontario, Inc. (March 17, 1975).
Board of Arbitration award deals with jurisdictional and substantive issues on community colleges and job security and recognition, working hours, salaries, agreement duration. Also dealt with is the preparation and release of arbitration awards. (On file NCSCBHE, 113 pp.)

151 University of Quebec at Montreal and Society of Professors of the University of Quebec. (Province De Quebec, District De Montreal, No. M-71-457, Jan. 25, 1971.)
Proper salaries and pay scales for academic personnel. (On file NCSCBHE, 8 pp.)

ARBITRATION AWARDS - ILLINOIS

152 Board of Trustees of Junior College District No. 508, County of Cook, State of Illinois v. The Cook County College Teachers Union, Local 1600 et al. (No. 59727, Sept. 25, 1974.); Labor Relations Reporter, 89: LRRM, 2759-2761.
Arbitrator exceeded his authority when he awarded back pay to certain teachers.

ARBITRATION AWARDS - ILLINOIS (cont'd.)

153 Thornton Community College and Thornton Community College Faculty Assn., Chapter of Cook County Teachers Union Local 1600, AFT. 1975 - GERR - 602: C-2.
Coaching functions shall be maintained as part of regular workload.

154 Thornton Community College (So. Holland, Ill.) and Thornton Community College Faculty Assn., Cook County College Teachers Union, Local 1600. (61-AIS-61-10.) Arbitration in the Schools, 61:5, March 1, 1975.
Inclusion of College Division Directors in bargaining unit.

ARBITRATION AWARDS - MICHIGAN

155 Ferris State College Faculty Assn. and Ferris State College. (AAA Case No. 54-39-0486-74, Nov. 2, 1974.) 1975 - GERR - 593: C-2.
Arbitrator approves policy making it necessary for faculty to receive approval for outside work.

156 Ferris State College Faculty Assn. and Ferris State College. (AAA Case No. 54-39-0287-74, July 17, 1974.) 1974 - GERR - 581: C-2.
Arbiter rules that grievant who left work after confrontation, resulting in hypertension, is entitled to half-day of sick leave only.

157 Jackson Community College and Jackson Faculty Assn. (61 - AIS - 61-8.) Arbitration in the Schools, 61: 4, March 1, 1975.
Right of supplemental college teacher to change teaching program.

ARBITRATION AWARDS - NEW YORK

158 Board of Higher Education and Professional Staff Congress/ CUNY. (62 - AIS - 62-14.) Arbitration in the Schools, 62: 5, April 1, 1975.
Adjunct English lecturer entitled to "preferential hiring."

ARBITRATION AWARDS - NEW YORK (cont'd.)

159 CUNY Professional Staff Congress and Board of Higher Education of City of New York. (AAA Case No. 1330-0596-73, July 29, 1974.) 1974 - GERR - 585: C-2.
Arbitrator orders board to reinstate grievant, and to reimburse him for all loss of income.

160 Erie Community College and Faculty Federation of Erie Community College. (AAA Case No. 1539-0170-74, Nov. 6, 1974.) 1975 - GERR - 593: C-4.
Arbitrator finds that college did not violate agreement by assigning grievant to flexible work weeks.

161 Finger Lakes Community College and Faculty Association. (PERB Docket No. M74-548, Oct. 30, 1974.) 1975 - GERR - 593: C-7.
Fact-finder recommends resolution of seven contract impasses.

162 Monroe (N.Y.) Community College and Monroe Community College Faculty Assn. (63-AIS-63-18.) Arbitration in the Schools, 63: 7, May 1, 1975.
Arbitrability, timeliness, and college's authority to make final decisions on promotions.

163 Onondaga Community College Federation of Teachers, AFT, AFL-CIO and Onondaga Community College. (AAA Case No. 15-39-0274-72, July 24, 1973. New York, American Arbitration Assn., 6 pp.
Grievance concerns salary rates for less than full day's work.

164 Onondaga Community College Federation of Teachers, AFT, AFL-CIO and Onondaga Community College. (AAA Case No. 15-39-0061-73, July 25, 1973.) New York, American Arbitration Assn., 16 pp.
College violated agreement with regard to tenure status of six employees.

165 Onondaga Community College Federation of Teachers, AFT, and Onondaga Community College. (AAA Case No. 15-39-0075-73, July 28, 1973.) New York, American Arbitration Assn., 13 pp.
Whether a college president has the right to ignore faculty action with regard to the appointment of a department chairman.

ARBITRATION AWARDS - NEW YORK (cont'd.)

166 Onondaga Community College Federation of Teachers and Onondaga Community College. (AAA Case No. 15-39-0151-73, Sept. 14, 1973.) New York, American Arbitration Assn., 10 pp.
College did not violate contract when it failed to approve nineteen applicants for promotion.

ARBITRATION AWARDS - OHIO

167 "University Must Pay Salary Increase for Doctorate Granted at Institution it Did Not Recognize." (Youngstown State University and Youngstown State University Chapter of the Ohio Education Assn., Federal Mediation and Conciliation Service, Sept. 11, 1974.) Negotiations Research Digest, 8(7): 11, Mar., 1975.

ARBITRATION AWARDS - PENNSYLVANIA

168 Association of Penn. State College and University Faculties/Penn. Association for Higher Education and Commonwealth of Penn. (Kutztown State College.) (July 17, 1973; No. APSCUF-001.)
Whether or not the time spent by a member of the teaching faculty in an administrative position counts toward tenure. (On file NCSCBHE, 18 pp.)

169 Commonwealth of Pennsylvania and Association of Penn. State College and University Faculties. (Lock Haven College.) (July 31, 1973; No. APSCUF-002.)
Association contention that LHSC administration violated agreement by failing to grant merit increases to faculty members for the 1972/1973 academic year. (On file NCSCBHE, 12 pp.)

170 Association of Penn. State College and University Faculties/Penn. Association for Higher Education and Commonwealth of Pennsylvania. (Sept. 7, 1973; Grievance No. 11.)
Proper use of personnel files. (On file NCSCBHE, 5 pp.)

ARBITRATION AWARDS - PENNSYLVANIA (cont'd.)

171 Association of Penn. State College and University Faculties/Penn. Association for Higher Education and Commonwealth of Pennsylvania. (Sept. 7, 1973; Grievance No. 13.)

Grievant not given teaching assignment in those courses scheduled by his department for the 1973 summer session. It is held that grievant is subjected to arbitrary, capricious and discriminatory treatment in this matter. (On file NCSCBHE, 3 pp.)

172 Association of Penn. State College and University Faculties/Penn. Association for Higher Education and Commonwealth of Pennsylvania. (Dec. 14, 1973.)

Salary grievance. (On file NCSCBHE.)

173 (Westchester State College) Commonwealth of Penn. and Association of Penn. State College and University Faculties/Penn. Assn. for Higher Education. (Jan. 4, 1974.)

Association contention that college violated agreement by retiring associate professor at the end of the fall semester rather than continuing his teaching services to end of spring semester. (On file NCSCBHE, 25 pp.)

174 Commonwealth of Pennsylvania and Association of Penn. State College and University Faculties/Penn. Association for Higher Education. (Feb. 6, 1974.)

Dispute...with respect to denial of promotion. (On file NCSCBHE, 14 pp.)

175 Bucks County (Pa.) Community College and Bucks County Community College Federation of Teachers, Local No. 2238. (61 - AIS - 61-3). Arbitration in the Schools, 61: 2, Mar. 1, 1975.

College tried to force retirement upon assistant professor who reached age 65 when existing contract made no such stipulation.

ARBITRATION AWARDS - WISCONSIN

176 Lakeshore Vocational, Technical Institute and Adult Education, District 11 and Lakeshore Education Assn. (Sept. 17, 1974.) 1975 - GERR - 589: C-3.

Arbitrator rules that board of education did not violate agreement by unilaterally eliminating one program.

ARBITRATION AWARDS - WISCONSIN (cont'd.)

177 Milwaukee Area Technical College and AFT, Local 212. (61 - AIS - 61-16.) Arbitration in the Schools, 61: 6, Mar. 1, 1975.
Teacher who accompanied community action group to state legislature not entitled to receive pay for the absence.

178 Northeast Wisconsin Technical Institute and Faculty Association. 1974 - GERR - 581: C-4.
Arbitrator rules that teachers not returning in fall have earned deferred compensation of health and life insurance premiums during July and August.

BARGAINING UNITS

179 "Bargaining Units for University Faculties." 1973-74 Survey of American Law, 543, 1974.

180 Bognanno, Mario F. and Edward L. Suntrup. "Occupational Inclusions in Faculty Bargaining Units." Industrial Relations, 14(3): 358-63, Oct., 1975.

181 Bognanno, Mario F. and Edward L. Suntrup. Unit Determination in Four-Year Colleges and Universities: One Aspect of the Problem. (Working paper.) Minneapolis, Minnesota: Industrial Relations Center, University of Minnesota, Dec., 1974.

182 Fox, Thomas G. and Robert T. Blackburn. "Factors Influencing Medical School Faculty Disposition Toward Collective Bargaining." Journal of Medical Education, 50(3): 229-236, Mar., 1975.

183 Iowa Higher Education Association. "Unit Determination." IHEA Communique, 5(1): 3-8, Fall, 1975.

184 Laval University, Montreal, Quebec. (Dossier: 1720-37, Case No. QR-037-07-74.) Jan. 31, 1975.
Certification of appropriate bargaining unit. (On file NCSCBHE.)

185 Moore, E. "Determination of Bargaining Units for College Faculties." University of Pittsburgh Law Review, 37: 43-62, Fall, 1975.

BARGAINING UNITS (cont'd.)

186 Oberer, Walter, et al. Amicus Brief of the Association of American Law Schools. Washington, D.C.: Association of American Law Schools, 1971. (ERIC #ED 058 859.)

187 Robinson, Lawrence M. "Faculty Bargaining Units in Higher Education." Negotiations Research Digest, 8(0): 16-22, May, 1975.

188 "State University Must Bargain as a Unit." (University of Minn. Board of Regents, et al. and Minn. Bureau of Mediation Services, Dec. 6, 1974.) Negotiations Research Digest, 8(9): 10, May, 1975.

189 University of Quebec at Chicoutime. (Dossier: 14452-3, Case Nos. 2-R-1426(71); CE-01-72-10, 027, Sept. 13, 1971.) Bureau Du Commissaire-Enqueteur En Chef, Jan. 26, 1972, 19 pp.

All faculty with the exception of deans, part-timers, and individuals teaching as part of military service, placed in faculty unit. (On file NCSCBHE.)

COLLECTIVE BARGAINING

190 Academic Collective Bargaining Information Service. Orientation Packet. Washington, D. C.: ACBIS, 1973. (ERIC #ED 087 319).
Provides laymen with general information plus bibliography.

191 Academic Collective Bargaining Information Service. Some Primary Concerns Expressed by Campus Administrators, Trustees, Faculty, Students, Unions and Taxpayers about Collective Bargaining Laws. Special Report #11. Washington, D. C.: ACBIS, December, 1974.

192 Aitchison, Gary. Perceived Influences of Collective Bargaining on Selected Faculty Involvement Issues in Iowa Area Community Colleges and Vocational Schools. Ph.D. Dissertation, Iowa State University, Ames, Iowa, 1973.

193 Alderman, Taylor. "Collective Bargaining: Another Viewpoint." ADE Bulletin, 42: 34-36, Sept., 1974.

194 Allen, A. Dale, Jr. "Organizing the Eggheads, Professors and Collective Bargaining." Labor Law Journal, 23: 606-617, Oct.,1972.

195 Angell, George W. Some Suggested Advantages and Disadvantages of Collective Bargaining. Special Report #1. Washington, D. C.: Academic Collective Bargaining Information Service. Oct., 1974. (ERIC #ED 097 821).

196 Aussieker, Bill. "Bargaining Without Unions in California." Industrial Relations, 13(1): 40-49, February, 1974.

197 Aussieker, Bill and J. W. Garbarino. "Measuring Faculty Unionism: Quantity and Quality." Industrial Relations, 12(2): May, 1973.

COLLECTIVE BARGAINING (cont'd.)

198 Balassi, Eileen C. "The 'Uncertain Interim' Between the Vote and the Contract." The Journal of the College and University Personnel Association, 26(3): 70-73, July/August, 1975.

199 Baldridge, J. Victor and Frank Kemerer. Unions on Campus. San Francisco: Jossey-Bass, 1975.

200 Bard, Bernard. "Albert Shanker: A Portrait in Power." Phi Delta Kappan, 56(7): 466-472, March, 1975.

201 "Bargaining Gains of Faculty Noted by Management." NEA Advocate, 3: June, 1975.

202 Beal, Edwin F., Edward D. Wickersham and Philip Kienast. The Practice of Collective Bargaining, 4th ed., Homewood, Ill.: Richard D. Irwin, Inc., 1972.

203 Beaudry, Anthony T. Decision-Making Under Collective Bargaining. Ph.D. Dissertation, Syracuse University, Syracuse, N. Y., 1974.

204 Begin, James P. and Jack Chernick. "Collective Bargaining Agreements in Colleges and Universities: Grievance and Job Allocation Provisions." The Journal of the College and University Personnel Association, 22: 52-63, May, 1971.

205 Begin, James P. and Stephen Brown. "The Emergence of Faculty Bargaining in New Jersey." Community and Junior College Journal, 44(4): 18-19, December/January, 1974-75.

206 Begin, James P. Faculty Bargaining: A Conceptual Discussion. Final Report. New Brunswick, N. J.: State University (Rutgers), Institute of Management and Labor Relations. Feb., 1973. (ERIC #ED 074 993).

207 Begin, James P. "Faculty Bargaining in 1973: A Loss of Momentum?" The Journal of the College and University Personnel Association, 25(2): 74-81, Apr., 1974.

208 Bloland, H. G. and S. M. Bloland. American Learned Societies in Transition: The Impact of Dissent and Recession. (Carnegie Commission on Higher Education), New York: McGraw-Hill, 1974.

COLLECTIVE BARGAINING (cont'd.)

209 Blumer, D. H. "Faculty Collective Bargaining: A Status Report." Community and Junior College Journal, 45(8): 27-30, May, 1975.

210 Bond, Linda. Collective Bargaining and Its Impact on the Learning Environment-the Need for a Closer Look. Paper presented at National Conference of the American Association for Higher Education, Mar., 1974.

211 Brick, Michael, ed. Collective Negotiations in Higher Education. New York, N. Y.: Community College Center, Teacners College, Columbia University, 1973.

212 Brumbaugh, Robert B. and Victor E. Flango. Local Cosmopolitanism and Collective Bargaining in a State College System. (Paper presented at annual meeting of the American Educational Research Assn.), New Orleans, LA., March, 1973. (ERIC #ED 080 093).

213 Campbell, Ronald. "Collective Bargaining: Some Reflections of a President." Community and Junior College Journal, 44(4): 25-28, December/January, 1974-75.

214 Carr, Robert K. and Daniel K. Van Eyck. Collective Bargaining Comes to the Campus. Washington, D. C.: American Council on Education, 1973.

215 Chenango State University. A Case Study. Washington, D. C.: The Institute for College and University Administrators. (n.d.)
Study of a rapidly expanding university illustrating the institutional problems and public pressures that may lead to collective bargaining.

216 Coe, Alan C. "A Study of the Procedures Used in Collective Bargaining with Faculty Unions in Public Universities." The Journal of the College and University Personnel Association, 24(3): 1-44, May, 1973 and 24(4): 1-25, Sept., 1973.

217 Coleman, Daniel R. "The Evaluation of Collective Bargaining as it Relates to Higher Education in America." The Journal of the College and University Personnel Association, 23(2): 40-60, March, 1972 and 23(3): 1-20, May, 1972.

COLLECTIVE BARGAINING (cont'd.)

218 "Collective Bargaining: A Review of Campus Activities." NACUBO College and University Business Officer, 8(10): 8, April, 1975.

219 "Collective Bargaining: A Review of Campus Activities." NACUBO College and University Business Officer, 9(6): 13, Dec. 1, 1975.

220 "Collective Bargaining: How About a Certified Negotiator?" Higher Education Daily, 3: 6, Aug. 11, 1975.

221 "Collective Bargaining on Campuses: Where College Faculties have Chosen or Rejected Agents." Chronicle of Higher Education, 5: June 9, 1975.

222 "Collective Bargaining Symposium." Community and Junior College Journal, 44: 12-31, 1973.

223 Crowley, Joseph. "Disparities Between University and Private Sector Collective Bargaining." NCSCBHE, Annual Conference Proceedings, 3d., ed. by T. M. Mannix, 1975.

224 Dement, Joseph. "Collective Bargaining: A Myth and Ritual for Academe." Peabody Journal of Education. 50: 3-7, Oct., 1972.

225 Dill, David D. The Academic Implications of Collective Bargaining: A Case Study of the City College of New York. Washington, D. C.: American Council on Education, April, 1973. (ERIC #ED 094 650).

226 Duryea, E. D. and Robert S. Fisk. "Higher Education and Collective Bargaining." Compact, 6(3): 40-43, June, 1972.

227 Education Commission of the States, Denver Colo. Faculty Collective Bargaining in Post Secondary Institutions: The Impact on The Campus and on The State. Background and Recommendations. Denver, Colo.: Education Commission of the States, May, 1972. (ERIC #ED 062 968).

COLLECTIVE BARGAINING (cont'd.)

228 Ernst, Richard J. "Taking a Good Look." New Directions for Community Colleges, 3(11): 91-98, Autumn, 1975.

229 Feuille, Peter. "Faculty Unionism Among the Fir Trees." Industrial Relations, 13: February, 1974.

230 Finkin, Matthew W. "Faculty Collective Bargaining in Higher Education: An Independent Perspective." Journal of Law and Education, 3: 439, 1974.

231 Finkin, Matthew W., Robert A. Goldstein, and Woodley B. Osborne. A Primer on Collective Bargaining for College and University Faculty. Washington, D. C.: American Association of University Professors, 1975.

232 Flango, Victor E. Preference for a Bargaining Representative: Some Empirical Findings. Kutztown, Pa.: Kutztown, State College, Educational Development Center, 1972.

233 Florin, Terence D. "Unionism, An Experiential Report." New Directions for Community Colleges, 3(11): 29-34, Autumn, 1975.

234 Garbarino, Joseph W. and M. W. Aussieker, Jr. Creeping Unionism Revisited. Reprint 115. Berkeley, Calif.: Institute of Business and Economic Research, University of California, 1974.

235 Garbarino, Joseph W. Emerging Patterns of Faculty Bargaining. Proceedings of Rutgers University Conference on Collective Bargaining in Higher Education. New Brunswick, N. J.: Institute of Management and Labor Relations, Rutgers University, 1973.

236 Garbarino, Joseph W. and Bill Aussieker. Faculty Bargaining; Change and Conflict. A Report Prepared for the Carnegie Commission on Higher Education and the Ford Foundation. New York, N. Y., McGraw-Hill, 1975.

237 Garbarino, Joseph W. "Faculty Union Activity in Higher Education, 1974." Industrial Relations, 110-111, Feb., 1975.

COLLECTIVE BARGAINING (cont'd.)

238 Garbarino, Joseph W. Faculty Unionism: From Theory to Practice. Berkeley, Calif.: Institute of Business and Economic Research, University of California, 1972; also in Industrial Relations, 11(1): 1-17, Feb., 1972.

239 Garbarino, Joseph W. et al. Faculty Unionism in the West. Symposium: Faculty Unionism Project. Berkeley, Calif.: Institute of Business and Economic Research, University of California, 1974. (Also in Industrial Relations, 13(1): 1-68, 1974).

240 Garbarino, Joseph W. "The Large Turf of Faculty Unions is Likely to Expand Substantially." (Letter to the Editor.) The Chronicle of Higher Education, 10(12): 10, May, 1975.

241 Gebhardt, Susan Ann. The Setting and Scope of Collective Negotiations in Higher Education, 1970. Ph.D. Dissertation, The Catholic University of America, Washington, D. C., 1972.

242 Gold, Lois. "Measuring Faculty Unionism: Quantity and Quality." Industrial Relations, 13(3): 325-331, October, 1974.

243 Goldman, G., M. Crowley, and L. Wirtz. "Faculty Collective Bargaining and the Law Schools - A Panel Discussion." Ohio State Law Journal, 33: 743, 1972.

244 Gordon, Margaret S., ed. Higher Education and the Labor Market. New York, N. Y.: McGraw-Hill, 1974.

245 Goulding, Joel A. The History of Unionism in American Higher Education. Ed.D. Dissertation, Wayne State University, Detroit, Mich., 1971.

246 Graham, Harry E., et al. "The Extent of Collective Bargaining in Higher Education - A Pilot Study." The Journal of the College and University Personnel Association. 24(3): 45-59, May, 1973.

247 Grede, John. "Managing the Management Team." New Directions for Community Colleges, 3(11): 65-74, Autumn, 1975.

248 Haehn, James O. Collective Bargaining in Higher Education: An Empirical Analysis in California State Colleges. Paper presented at the California Educational Research Assn., San Diego, April 30, 1971. (ERIC #ED 052 679).

249 Haehn, James O. A Study of Trade Unionism Among State College Professors. Ph.D. Dissertation, University of California, Berkeley, Calif., 1970.

250 Hankin, J. N. and G. W. Angell. Collective Bargaining in Junior Colleges. Papers presented at a conference sponsored by the Junior College Council of the Middle Atlantic States, 1972. (ERIC #ED 070 437).

251 Hardigan, James E. An Analysis of Institutional Variables Leading to the Election of a Collective Bargaining Agent at Private Colleges and Universities. Ph.D. Dissertation, Cornell University, Ithaca, N. Y., 1975.

252 Hartnett, Richard Andrew. Authority and Control in Colleges with Successive Collective Bargaining Contracts. Ed.D. Dissertation, West Virginia University, Morgantown, W. Va., 1975.

253 Hedgepeth,R.C. "Consequences of Collective Bargaining in Higher Education: An Exploratory Analysis." Journal of Higher Education, 45(9): 691-705, Dec., 1974.

254 Hedgepeth, Royster C. An Exploratory Analysis of the Consequences of Collective Bargaining in Higher Education. Ph.D. Dissertation, Cornell University, Ithaca, N. Y., 1974.

255 Helland, Philip C. "Collective Bargaining in a State System." New Directions for Community Colleges, 3(11): 81-90, Autumn, 1975.

256 Hewitt, Raymond G., ed. The Effects of Faculty Collective Bargaining on Higher Education: Proceedings of a Conference Held in Boston, Massachusetts. Wellesley, Mass.: New England Board of Higher Education, 1973. (ERIC #ED 074 918).

257 Holway, Loretta W. and Thomas L. P. O'Donnell. "Unfair Labor Practices in the Academic Setting." Journal of College and University Law, 1(4): 325-350, Summer, 1974.

258 Horvat, J. J. A Quasi-Experimental Study of Behavior in the Professional Negotiations Process. Ph.D. Dissertation, Ohio State University, Columbus, Ohio, 1968.

259 Howe, Ray A. To What Extent Do the Devices, Techniques, and Procedures of Industrial Relations Apply to Higher Education? Washington, D. C.: American Association for Higher Education, 1970. (ERIC #ED 039 858).

260 Hughes, Clarence R., Robert L. Underbrink and Charles O. Gordon, eds. Collective Bargaining in Higher Education: A Reader. Carlinville, Ill., Blackburn College Press, 1973.

261 Institute of Continuing Legal Education. Collective Bargaining on Campus II; What to Do When the Petition is Filed. Ann Arbor, Mich.: Institute of Continuing Legal Education, 1972.

262 Jacobs, K. J. Politics of Collective Bargaining. Unpublished paper, 1974. (ERIC #ED 092 194).

263 Jascourt, Hugh D. "Faculty Collective Bargaining in Higher Education: An Overview; a Management Perspective; an Organization Perspective; and an Independent Perspective." Journal of Law and Education, 3(3): 409-455, July, 1974.

264 Katz, Ellis. "Faculty Stakes in Collective Bargaining: Expectations and Realities." New Directions for Higher Education, 2(1): 27, Spring, 1974.

COLLECTIVE BARGAINING (cont'd.)

265 Kemerer, Frank R. Issues of Collective Bargaining at the University of California - Berkeley. Nov., 1973. (ERIC #ED 085 022).

266 Kennelly, J. R. and R. B. Peterson. "Attitudes, Experience and Issues in Faculty Bargaining." Industrial Relations, 13: 202-207, May, 1974.

267 Kieft, Raymond N. Collective Bargaining: Its Impact for Institutional Research. Mount Pleasant, Mich.: Central Michigan University, Office of Instruction and Research, April, 1973. (ERIC #ED 080 093).

268 "Labor Relations: Symposium." Journal of College and University Law, 1: 291-392, 1974.

269 Ladd, Everett C., Jr. and Seymour M. Lipset. The Divided Academy; Professors and Politics (Carnegie Commission on Higher Education). New York: McGraw-Hill, 1975. (Review of above in Change, 7(8): 59-60, Oct., 1975).

270 Leslie, David W. and Ronald P. Satryb. "Collective Bargaining and the Management of Conflict: Proposed Research Directions." The Journal of the College and University Personnel Association, 25(2): 12-22, Apr., 1974.

271 Leslie, David. Conflict and Collective Bargaining. ERIC Higher Education Research Currents. Washington, D. C.: ERIC Clearinghouse on Higher Education, 1975.

272 Lindeman, Lynn William. "The 5 Most Cited Reasons for Faculty Unionization." Intellect, 102(2352): 85-88 Nov., 1973.

273 Linta, Edward. Collective Bargaining at a State College in Michigan. Ph.D. Dissertation, University of Michigan, Ann Arbor, Mich., 1975.

274 McCall, Tom. "A Governor's Message to Trustees - Collective Bargaining: The 'Hulking Behemoth'." Community College Review, 2(4): 7-13, March, 1975.

COLLECTIVE BARGAINING (cont'd.)

275 Mannix, Thomas M. Prospective Issues at the Academic Collective Bargaining Table. Special Report #19. Washington, D. C.: Academic Collective Bargaining Information Service, March, 1975. (ERIC #ED 104 231).

276 Mascotti, Paul Joseph. Higher Education and Collective Bargaining: A Developmental Model. Ed.D. Dissertation, University of Minnesota, Minneapolis, Minn., 1975.

277 Mintz, Bernard. "Faculty Collective Bargaining in Higher Education: A Management Perspective." Journal of Law and Education, 3(3): 413-423, July, 1974.

278 Mortimer, Kenneth P. A Survey of Experience in Academic Collective Bargaining. Paper presented at Association of College and Research Libraries, San Francisco, June 27, 1975. (ERIC #ED 108 560).

279 The National Center for the Study of Collective Bargaining in Higher Education. Annual Conference. Proceedings:
1st, April, 1973, ed. by Maurice Benewitz;
2d, April, 1974, ed. by Thomas M. Mannix;
3d, April, 1975, ed. by Thomas M. Mannix.
New York, N. Y., NCSCBHE, Baruch College.

280 The National Center for the Study of Collective Bargaining in Higher Education, ed. by Thomas M. Mannix. Newsletter:
Vol. 1, #1-2, 1973
Vol. 2, #1-5, 1974
Vol. 3, #1-5, 1975
Vol. 4, #1- , 1976.
New York, N. Y., NCSCBHE, Baruch College.

281 Nelson, Hershel H. Faculty Collective Bargaining. Fort Lauderdale, Fla.: Nova University, June, 1974. (ERIC #ED 095 975).

282 Odewahn, Charles A. "Faculty Unionism: Is it Inevitable?" The Journal of the College and University Personnel Association, 25(2): 92-98, Apr., 1974.

283 "Orderly System Needed for Public Sector Bargaining." Higher Education Daily, 3: 3, Feb. 28, 1975.

284 Orze, J. J. "After It's Ratified that Contract Has to Work." College Management, 9: 15-17, Fall, 1974.

285 Partridge, A. R. Collective Bargaining Alternatives. Topeka, Kansas: National Organization on Legal Problems of Education, 1974. (ERIC #ED 090 623).

286 Pettibon, William G. Some Pennsylvania Experiences, Collective Bargaining - Higher Education. Harrisburg, Pa.: Pennsylvania State Education Assoc., 1973.

287 Ping, Charles J. "On Learning to Live With Collective Bargaining." Journal of Higher Education, 44(2): 102-113, Feb., 1973.

288 Race, J. "Collective Bargaining in Higher Education." Texas Southern University Law Review, 2: 281-300, Winter, 1973.

289 Rhodes, Eric. "Using Consultants." New Directions for Community Colleges, 3(11): 75-80, Autumn, 1975.

290 Richards, J. J. Professional Negotiations and Collective Bargaining Theory: A Descriptive and Comparative Analysis. Ph.D. Dissertation, Claremont Graduate School and University Center, Claremont, Calif., 1968.

291 Robinson, J. W. "Collective Bargaining for College and University Faculties: The Other Viewpoint." Marquette Business Review, 381- , Winter, 1974.

COLLECTIVE BARGAINING (cont'd).

292 Rowan, Richard L., ed. Collective Bargaining: Survival in the 70's. Phila., Pa.: The Wharton School, Industrial Research Unit, University of Pa., 1975.

293 Sawicki, Robert L. The Unionization of Professors at the University of Delaware. Special Report #13. Washington, D. C.: Academic Collective Bargaining Information Service. Feb., 1975. Also in Liberal Education, 60: 449-60, Dec., 1974. (ERIC #ED 104 196).

294 Schafer, E. G. Collective Bargaining - Oregon Style. Paper presented at the National Conference for Community College Presidents, Quincy, Calif., August, 1974. (ERIC #ED 099 056).

295 Schneider, Sanford. "Living with the Agreement." Community and Junior College Journal, 44(4): 20-21, December/January, 1974-75.

296 Schramm, C.J. "Union Organizing at Private Colleges and Universities: A Prognosis Revisited." Labor Law Journal, 26: 724-31, Nov., 1975.

297 Schuster, Jack H., ed. "Encountering the Unionized University." New Directions for Higher Education. (Entire issue) #5, Spring, 1974.

298 Schuster, Jack H. "The Search for New Models in Faculty Bargaining." New Directions for Higher Education. 2(1): 79-98, Spring, 1974.

299 Seidman, Joel, Lane Kelley, and Alfred Edge. "Faculty Bargaining Comes to Hawaii." Industrial Relations, 13(1): 5-22, February, 1974.

300 Semas, Philip W. "Faculty Bargaining." The Chronicle of Higher Education, 10(7): 4, April, 1975.

301 Semas, Philip W. "NEA Steps Up Plans to Organize Professors." The Chronicle of Higher Education, 10(18): 5, July, 1975.

302 Shulman, C. H. "Collective Bargaining on Campus: Recent Experiences." ERIC Higher Education Research Currents, 1974. (ERIC #ED 089 602).

303 Southern Regional Education Board. Higher Education and Service to Our States. (Proceedings of the 23rd Legislative Work Conference, Lexington, Ky.). Atlanta, Ga., Southern Regional Education Board, Oct., 1974. (ERIC #ED 098 892).

304 Spector, Richard M. "Has the Tide Turned for Faculty Unions?" The Chronicle of Higher Education, 10(8): 19, April, 1975.

305 Steinbach, Sheldon E. "Collective Bargaining on Private Campuses." In The Expanded Campus, ed. by Dyckman W. Vermilye. San Francisco, Jossey-Bass, 1972.

306 Sumner, Patsy R. "An Unsteady State." New Directions for Community Colleges, 3(11): 1-12, Autumn, 1975.

307 Suntrup, Edward L. Unionism in Higher Education: A Study in the Sociology of Law and Organizations. Ph.D. Dissertation, University of Minnesota, Minneapolis, Minn., June, 1975.

308 "'Teachers in Higher Education are Being Ripped Off.' Says new NEA President." NEA Advocate, 4, Sept., 1975.

309 Thomson, A. W. J. An Introduction to Collective Bargaining in Higher Education. Key Issues Series - #16. Ithaca, N. Y.: New York State School of Industrial and Labor Relations, Cornell University, 1974.

310 Tice, Terrence N. Campus Employment Relations: Readings and Resources. Ann Arbor, Mich.: The Institute of Continuing Legal Education, 1975.

311 Tice, Terrence N., ed. Faculty Bargaining in the Seventies. Ann Arbor, Mich.: Institute of Continuing Legal Education, 1973. (With Bibliography).

312 "Unionization of College Faculty Called Threat to Campus Unity." 1975-GERR-597: B-17.

COLLECTIVE BARGAINING (cont'd.)

313 "University of Michigan Conference Views Impact of Bargaining on Campus." 1975-GERR-631: B-1 to B-3.

314 Vladeck, Judith P. and Stephen C. Vladeck, eds. Collective Bargaining in Higher Education - The Developing Law. New York, N. Y.: Practicing Law Institute, 1975.

315 Walker, J. Malcolm. "Transition to Bargaining in a Multicampus System." Industrial Relations, 13(1): 23-39, February, 1974.

316 Walters, D. E. Collective Bargaining in Higher Education. Washington, D. C.: Assn. of Governing Boards of Universities and Colleges, 1973. (ERIC #ED 092 059).

317 Weeks, Kent M. "Handbook on Collective Bargaining." The Journal of the College and University Personnel Association, 25(2): 1-3, April, 1974.

318 Weeks, Kent M. "Private College Bargaining Problems." NCSCBHE, Annual Conference Proceedings, 3d., ed. by T. M. Mannix, 1975.

319 Welch, Gerald D. "Collective Bargaining and the Management Negotiating Team." The Journal of the College and University Personnel Association, 25: 49-53, January, 1974.

320 Wollett, Donald H. "Faculty Collective Bargaining in Higher Education: An Organization Perspective." Journal Law and Education, 3: 425, 1974.

COLLECTIVE BARGAINING - CANADA

321 "Academic Collective Bargaining: Some Models." O.C.U.F.A. Newsletter, 8(1): 4-5, 8, 1974

322 Bairstow, F. "Some Implications of Unionization of Faculty." University Affairs, 15(8): 9-10, October, 1974.

323 Carter, D. D. "Collective Bargaining for University Faculty: A Legal Perspective." Canadian Journal of Higher Education. 25-31, 1975

324 Crispo, John. "Collective Bargaining by Professionals; Advisability, Practicability and Feasibility." C.A.U.T. Bulletin, 12-18, May, 1975.

325 Debicki, M. "Vademecum of a Campus Unionizer." C.A.U.T. Bulletin, 23(1): 14-17, September, 1974.

326 George, D. V. "The Canadian Experience: Collective Bargaining in Higher Education." NCSCBHE, Annual Conference Proceedings, 3d., ed. by T. M. Mannix, 1975.

327 George, D. V. "Collective Bargaining - The Management Rights Issue." University Affairs, 15(9): 8-9, November, 1974.

328 "Guidelines on Collective Bargaining." C.A.U.T. Bulletin, 23 (1): 19, September, 1974.

329 McConnell, W. H. "Fractious Academy: A Canadian Approach to Dispute Resulution." Journal of Law and Education, 3: 233-50, April, 1974.

330 Pommez, M. L. The Formation of Bargaining Units: The Problems of Exclusion and Inclusion. Ottawa,Canada: Canadian Assn. of University Teachers, 1973.

331 Pommez, M. L. Unionization of University Professors: Suggestions and Safeguards. Ottawa, Canada: Canadian Association of University Teachers, 1973.

332 Pommez, M. L. "What is a Union?" C.A.U.T. Bulletin, 23(2): 21-22, October, 1974.

COLLECTIVE BARGAINING - CANADA (cont'd.)

333 Rachar, R. "Collective Bargaining in Ontario Colleges of Applied Arts and Technology: An Employee Viewpoint." C.A.U.T. Bulletin, 23(3): 23-24, December, 1974.

334 Savage, Donald C. "The Canadian Experience: Collective Bargaining in Higher Education." NCSCBHE. Annual Conference Proceedings, 3d., ed. by T. M. Mannix, 1975.

335 Savage, D. C. "Collective Bargaining: The State of the Nation." C.A.U.T. Bulletin, 23 (1): 10-12, September, 1974.

336 Serediak, M. S. and M. V. Roberts. "Collective Bargaining in Alberta Colleges." C.A.U.T. Bulletin, 23(3): 17-20, December, 1974.

337 University of Alberta. Impasse-Resolving Procedure and Academic Staff Salary Negotiations. Edmonton, Alberta: University of Alberta, 1973.

COMMUNITY COLLEGES

338 Depaoli, John A., Jr. A Comparison of Working Conditions Between Community College Instructors in Collective Bargaining Contract Colleges and Traditional Colleges. Ph.D. Dissertation, United States International University, San Diego, Calif., 1974.

339 Ernst, Richard J., ed. "Adjusting to Collective Bargaining." New Directions for Community Colleges. (Entire issue). #11, Autumn, 1975.

340 Hunter, John R. An Analysis of Observations Regarding Issues of Negotiations in Community Junior Colleges. Ph.D. Dissertation, University of Kansas, Lawrence, Kansas, 1970.

341 Kerr, Clark. "Fates and Fortunes of the Community College." Community and Junior College Journal, 46(1): 6-11, Aug./Sept., 1975.

COMMUNITY COLLEGES (Cont'd.)

342 Lombardi, John. Excerpts on Selected Topics in Collective Bargaining Agreements and a Brief Review of The Status of Collective Bargaining in Community Colleges, 1972 to 1975. Los Angeles, University of California, Oct., 1975.

343 Lombardi, John. The Next Ten Years. Los Angeles, Calif.: California University, ERIC Clearinghouse for Junior College Information, April, 1974. (ERIC #ED 092 192).

344 McPeake, John D. and Charles M. Stanton. Collective Negotiations and The Community College System in Massachusetts: A Case Study. October, 1970. (ERIC #ED 046 377).

345 "New Pact Signed at Portland, Oregon Community College." 1975-GERR-600:B-15.

346 O'Sullivan, Richard J. An Analysis of Collective Bargaining in Selected New York State Community Colleges, 1970-71. Ph.D. Dissertation, State University of New York, Albany, N. Y., 1972.

347 Parrott, J. R., Jr. A Generic Model for Collective Negotiations Legislation for a Community College System. Ed.D. Dissertation, North Carolina State University, Raleigh, N. C., 1971.

348 Schultz, Daniel F. "Why Faculties Bargain." New Directions for Community Colleges, 3(11): 23-28, Autumn, 1975.

349 Shoup, Charles A. A Study of Faculty Collective Bargaining in Michigan Community Colleges. Ph.D. Dissertation, Michigan State University, East Lansing, Mich., 1969.

350 Smart, John C. and Samuel A. Rodgers. "Community Colleges With Collective Bargaining Agreements: Are They Different?" Research in Higher Education, 1(1): 35-42, 1973.

351 Staller, Jerome M. "Collective Bargaining and The Two-Year Colleges. NCSCBHE, Annual Conference Proceedings, 3d., ed. by T. M. Mannix, 1975.

COMMUNITY COLLEGES (cont'd.)

352 Staller, Jerome M. The Impact of Collective Bargaining on Faculty at Two-Year Public Colleges. Ph.D. Dissertation, Temple University, Philadelphia, Pa., 1975.

353 Volpe, Ronald P. Collective Bargaining and Administration Practices at Pennsylvania Community Colleges: A Faculty View at Unionized and Non-Unionized Campuses. Ph.D. Dissertation, University of Pittsburgh, Pittsburgh, Pa., 1975.

354 "Washington Attorney General Says Community College Faculty Members Cannot Negotiate Agency Provisions." 1975-GERR-620: B-7 to B-9.

355 Weathington, Fitcher L., Jr. A Study of The Attitudes of Local Boards of Trustees, Administrators and Faculty Senates or Unions in Illinois Public Community Colleges Toward Selected Collective Bargaining Issues. Ph.D. Dissertation, University of Illinois at Urbana-Champaign, 1974.

356 Williams, Douglas F. A Study of the Organizational Procedures for Collective Negotiations in 15 Selected Michigan Community Junior Colleges. Ph.D. Dissertation, University of Texas, Austin, Texas, 1970.

CONTRACTS

357 Andes, John. Developing Trends in Content of Collective Bargaining Contracts In Higher Education. Special Report #6. Washington, D. C.: Academic Collective Bargaining Information Service, 1974.

358 Begin, James P. Bargaining History - Contract Summaries; New Jersey Community Colleges, 1968-1975. New Brunswick, N. J., Institute of Management and Labor Relations, Rutgers University, July, 1975.

359 Bronsard, Donald R. A Development, Comparison, and Contrast of Selected Faculty Administration Consensus Regarding Collective Bargaining Contracts in Connecticut's Four Subsystems of Public Higher Education. Ph.D. Dissertation, The University of Connecticut, Storrs, Conn., 1975.

CONTRACTS (cont'd.)

360 Chandler, Margaret. "Management Rights in College Contracts." NCSCBHE, Annual Conference Proceedings, 3d., ed. by T. M. Mannix, 1975.

361 Collective Bargaining in Public Community Colleges: A Survey of Relevant Contract Provisions From 84 Professional Contracts Covering 120 Institutions. Boston: Massachusetts Board of Regional Community Colleges, Spring, 1975.

362 Collective Bargaining in Public Institutions of Higher Education in The Commonwealth of Massachusetts: Contract Content--Update April, 1975. Boston: Massachusetts Board of Regional Community Colleges, April, 1975.

363 "Contract For Hawaii University Provides 18 to 28 Percent Raise." 1975-GERR-602: B-23.

364 "Faculty Contract Approved at University of Rhode Island." 1974-GERR-581: B-18.

365 "$4,400 Raises Negotiated Over Two Years by Affiliate in Youngstown." NEA Advocate, 3, Sept., 1975.

366 Garcia, Edward. "Community College Labor Contracts and The Issues: An Analysis of 64 Agreements." Journal of Collective Negotiations in the Public Sector. 4: 83-100, Sept., 1974.

367 Goodwin, Harold I. and John O. Andes. Collective Bargaining in Higher Education: Contract Content - 1973. Morgantown, W. Va.: West Virginia University, 1974. (ERIC #ED 089 560). (1972 edition - ERIC #ED 074 923).

368 Helland, Philip C. "Minnesota's Statewide Board-Faculty Contract." Community and Junior College Journal, 44(4): 15-17, December/January, 1974.

369 Kellett, Robert H. Trends and Patterns of Change in Public Community College Collective Bargaining Contracts. Research Summary #1. Washington, D. C., Academic Collective Bargaining Information Service, September, 1975.

CONTRACTS (cont'd.)

370 (Labor Agreement Information Retrieval System)"LAIRS Civil Service Commission's Contract Data Bank, Now In Full Operation." 1975-GERR-590: A-6 to A-8.

371 "Michigan College Faculty Contract Bigger, Better With Agency Shop." NEA Reporter,8, Nov., 1975.

372 National Education Association. Sample Master Contract For Colleges and Universities. Washington, D. C.: NEA, 1970.

373 "New Contract For Somerset Faculty." New Jersey Public Employer-Employee Relations, 21(1): April, 1975.

374 Orze, Joseph J. Faculty Collective Bargaining and Academic Decision Making. Special Report #24. Washington, D. C., Academic Collective Bargaining Information Service, Sept., 1975.
Some of innovative contractual provisions at Southeastern Massachusetts University.

375 "Pennsylvania Education Association Signs New Contract For 4,000 Employees." 1974-GERR-581: B-17.

376 Sunde, Donald K. A Critical Examination of Selected Collective Negotiation Contracts From Public Community Colleges. Ph.D. Dissertation, Arizona State University, Tempe, Arizona, 1971.

COURT CASES

377 Albemarle Paper Co. v. Moody, U. S. (U. S. Supreme Court, 95 S. Ct. 2362, 1975.); The College Law Digest, 5(5): 92, September, 1975.
Court holds that given a finding of discrimination, back pay should be denied only for reasons which would not frustrate Title IX.

COURT CASES (cont'd.)

378 Chung v. Park. (Federal Court of Appeals, Third Circuit, 514 F. 2d. 382, 1975.); The College Law Digest, 5(6): 117, November, 1975.
Academic freedom and tenure; dismissal for cause.

379 Decker-Gregg v. Scarlett. (392 F. Supp. 1352, M. D. Tenn., 1975.); The College Law Digest, 5(6): 119, November, 1975.
Nontenured faculty and refusal to grant due process hearing prior to non-renewal of contract.

380 "Discrimination Cases: A Summary." NACUBO, 8(3): 13-14, September, 1974.

381 "High Court Lets Teacher Dismissal Ruling Stand," Higher Education Daily, 3: 3, Jan. 28, 1975.

382 "High Court Case May Affect Teacher Bargaining." Higher Education Daily, 3: 2, Jan. 29, 1975.

383 "Labor Law Decisions of The Supreme Court, 1974-75 Term." Labor Relations Reporter. News and Background Information, 89-LRR, 365-390, Aug. 18, 1975.

384 Markwell v. Culwell. (515 F. 2d. 1258, 5th Cir. 1975.); The College Law Digest, 5(6): 119, November, 1975.
Nontenured teacher and right to an administrative hearing before dismissal.

385 Semas, Philip W. "Teachers Challenge Union." The Chronicle of Higher Education, 9(16): 2, January, 1975.
Minnesota Community Colleges file right-to-work lawsuit.

386 "Supreme Court Rules on Pregnancy." NACUBO, 8(3): 12-13, September, 1974.

387 "Supreme Court Rules on Union Reps at Misconduct Hearings." Higher Education Daily, 3: 8, Feb. 21, 1975.

388 Young, D. P. Higher Education: The Law and Parameters For Action. Athens, Ga.: Institute for Higher Education, University of Georgia, 1975.

COURT CASES - ALABAMA

389 Bowling v. Mathews. (511 F 2d. 112, 5th Cir. 1975.); The College Law Digest, 5(5): 97-98, September, 1975.
Faculty member at University of Alabama alleges that termination was based upon his exercise of free speech and that it had been wanting in due process.

COURT CASES - ARIZONA

390 Peacock v. Board of Regents of the Universities and the State Colleges of Arizona. (Federal District Court, 510 F. 2d. 1324, 9th. Cir. 1975; Cert. denied, U. S., 95 S. Ct. 2668, 1975.); The College Law Digest, 5 (5): September, 1975.
Constitutional right of a tenured professor to a presuspension hearing.

COURT CASES - CALIFORNIA

391 Arroyo v. Regents of the University of California. (48 Cal. App. 3d. 793, 121 Cal. Rptr. 918, 1975.); The College Law Digest, 5(6): 118, November, 1975.
Nontenured faculty and the right to due process before dismissal.

392 Burdeau v. Trustees of the California State Colleges. (U. S. Court of Appeals, Ninth Circuit, No. 73 - 1622, November 29, 1975.); The College Law Digest, 5(2): 37-38, March, 1975.
Nontenured faculty and the right to be given reasons for nonrenewal.

393 Burdeau v. Trustees of California State Colleges. (507 F. 2d. 770, 9th Cir., 1974.); The College Law Digest, 5(4): 80, July, 1975.
Nontenured faculty and the right to be given reasons for nonrenewal.

394 Compton v. Mt. San Antonio Community College Board of Trustees. (122 Cal. Rptr. 493, 1975.); The College Law Digest, 5(6): 119 - 120, November, 1975.
Nontenured teachers right to seek a writ of mandate requiring the college board to set aside a decision that the services of the teachers be terminated.

COURT CASES - CALIFORNIA (cont'd.)

395 Frost v. Trustees of California State University and Colleges. (California State Appellate Court, 120 Cal. Reptr. 1, 1975.); The College Law Digest, 5(4): 83, July, 1975.
Right to recover pay for the interim between the notice not to renew and the renewal of the contract of employment.

396 Garnel v. Bunzel. (California Superior Court, Santa Clara, No. 319441, May 30, 1975.): The College Law Digest, 5(5): 97, September, 1975.
The right to procedural due process at San Jose State University.

397 Krausen v. Solano County Junior College District. (114 Cal. Rptr. 216; 116 Cal. Rptr. 833) (1974). The College Law Digest, 5:15, January 1975.
Dismissal of permanent employee before nontenured members.

398 Sime v. Trustees of the California State University and and Colleges, et al. (U. S. District Court, Eastern District of California, No. S-2801, January 30, 1974.); Labor Relations Reporter. 11: FEP Cases, 334.
State University did not violate California Constitution when it hired someone other than woman whose husband teaches in chemistry department for full-time teaching position in that department, since rejection of woman was due not to sex discrimination.

399 Sime V. Trustees of State University. (U. S. Court of Appeals, Ninth Circuit, No. 74 - 2284, Dec. 4, 1975.); Labor Relations Reporter - Fair Employment Practice, 11: FEP Cases, 90(35): 1104 - 1106, December 27, 1975.
Title VII action dismissed at California State University, Sacramento.

400 White v. Davis. (120 Cal. Reptr. 94, 533 P. 2d. 222, 1975.); The College Law Digest, 5(4): 83 - 84, July, 1975.
Faculty rights and freedoms from covert police surveillance in the classroom at UCLA.

COURT CASES - COLORADO

401 Alexander v. Gardner-Denver Company. (U. S. Court of Appeals, Tenth Circuit, Denver, No. 75-1091, July 2, 1975.); Labor Relations Reporter - Fair Employment Practice 11: FEP Cases,149 to 152.
Concerns jurisdiction of the arbitrator when dealing with employee grievance.

COURT CASES - COLORADO (cont'd.)

402 Associated Students of the University of Colorado v. The Regents of the University of Colorado. The College Law Digest, 5(4): 88 - 89, July, 1975; 4(3): 62, May, 1974.

Public institutions of higher education and their scope of authority to conduct administrative affairs in private meetings.

COURT CASES - CONNECTICUT

403 Cole v. University of Hartford. (U. S. District Court, District of Conn., 43 L. W. 2418, March 19, 1975.); The College Law Digest, 5(4): 77, July, 1975.

Discrimination in employment based upon race.

COURT CASES - DELAWARE

404 Scott v. University of Delaware. (U. S. District Court, District of Delaware, No. 74-58, Nov. 20, 1974.); Labor Relations Reporter - Fair Employment Practice Manual. 10: FEP Cases, 1064 to 1070.

Professor suing university under Title VII of 1964 Civil Rights Act may not also sue individually named trustees, officers, and employees.

405 Scott v. University of Delaware, et al. (U.S. District Court, District of Delaware, No. 74-58, September 11, 1975.); Labor Relations Reporter - Fair Employment Practice Manual, 11: FEP Cases, 712 - 715.

Black former professor who complained of university's racially discriminatory working conditions and contract termination is proper party to bring class action.

406 Trivits v. The Wilmington Institute, et al. (U. S. District Court, District of Delaware, No. 4776, October 4, 1974.); Labor Relations Reporter - Fair Employment Practice. 10: FEP, 1042 - 1408.

Discharged employee's failure to pursue her avenues of potential administrative relief before EEOC, precludes her from suing employer under Title VII.

COURT CASES - D. C.

407 Apter v. Richardson. (Federal Circuit Court of Appeals, 510 F 2d. 351, 7th. Cir. 1975.); The College Law Digest, 5(4): 89, July 1975.

Students' rights to participate in feminist organizations, and denial of medical training grant by Dept. of HEW.

COURT CASES - D. C. (cont'd.)

408 EEOC v. National Academy of Sciences. (U. S. District Court, District of Columbia, No. 75-0017, June 9, 1975.); Labor Relations Reporter - Fair Employment Practice. 11: FEP Cases, 447 - 448, Oct. 4, 1975.
EEOC's right to sue under Title VII is not limited to 180-day period following filing of charge. On motion to dismiss action under Title VII of Civil Rights Act of 1964 by EEOC against employer, motion denied.

409 "HEW and Labor Charged with Endorsing Sex Discrimination." 1974 - GERR - 583: B-22.
NEA and women's rights organizations file suit in U. S. District Court alleging that Departments of Labor and HEW failed to combat sex discrimination practices.

COURT CASES - FLORIDA

410 Bosanti v. Miami-Dade Junior College. (9 EPD 6427, 1974.); The College Law Digest, 5(3): 56, May, 1975.
Discrimination based on sex.

411 Clasby v. University of Miami. (11th Circuit Court, Judicial Circuit of Florida, Dade County. Case No. [illegible]-18334. June 4, 1975.); The College Law Digest, [illegible]): 114, November 1975.
Discrimination in employment based on sex.

412 Cornwell v. University of Florida. (State District Court of Appeals, Fla. App., 307 So. 2d. 203, 1975.); The College Law Digest, 5(4): 80, July, 1975.
Nontenured faculty and the right of expectation of renewal of contract.

413 Gorman v. University of Miami. (Circuit Court Dade County, Case No. 75-3697, April 7, 1975.); The College Law Digest, 5(6): 116, Nov. 1975.
Academic freedom and tenure.

414 Ortwein v. Mackey. (Florida Court of Appeals, 511 F. 2d. 696, 5th. Circ. 1975.); The College Law Digest, 5(4): 82, July, 1975.
Nontenured faculty at University of South Florida and the right to procedural due process before nonrenewal of contract.

COURT CASES - GEORGIA

415 Chung v. Morehouse College. (U. S. District Court, Northern District of Georgia, Nos. C75-1110A and C75-1492A, December 5, 1975.); Labor Relations Reporter - Fair Employment Practice, 11: FEP Cases, 1084 - 1089, December 27, 1975.
Title VII.

416 Clark v. Atlanta University. (U. S. District Court, Northern District of Georgia, No. C74-1675A, December 31, 1974.); Labor Relations Reporter - Fair Employment Practice, 9: FEP Cases, 52 - 53.
Title VII.

417 Cotten v. Board of Regents of the University System of Georgia. (395 F. Supp. 388, S. D. Georgia 1974; Affd., 515 F. 2d. 1098, 5th. Cir. 1975.); The College Law Digest, 5(6): 119, November, 1975.
Nonrenewal of contract of nontenured professor prior to a hearing did not deprive him of a protected property right in the absence of some expectation of reappointment.

COURT CASES - IDAHO

418 Loebeck v. The Idaho State Board of Education. (530 P. 2d. 1149, 1975.); The College Law Digest, 5(3): 61, May, 1975.
Nontenured faculty member and right to timely notice of nonreappointment.

COURT CASES - ILLINOIS

419 Board of Trustees v. Cook County College Teachers Union. (Ill. App. Ct., 1st Dist., No. 59052, September 25, 1974.); 1974 - GERR - 585: B-15.
The matter of promotions is not subject to arbitration under the contract between the parties.

420 Board of Trustees v. Cook County College Teachers Union. (Illinois Appellate Court, First District, No. 59497, September 25, 1974.); Labor Relations Reporter - Decisions of the Courts, 89: LRRM, 2306 - 2308.
Matter of promotions of junior college faculty members is not subject to arbitration under prior or present collective bargaining agreement but remains within discretion of college trustees.

421 Board of Trustees v. Cook County College Teachers Union. (Ill. App. Ct., 1st Dist., No. 59727, September 25, 1974.); 1974 - GERR - 585: B-15.
An arbitration award may be reviewed by the courts where the arbitrator exceeded his authority.

COURT CASES - ILLINOIS (cont'd.)

422 Cohen v. Illinois Institute of Technology, et al. (U. S. Court of Appeals, Seventh Circuit (Chicago), No. 74-1930, October 28, 1975.); Labor Relations Reporter - Fair Employment Practice Cases, 11: FEP Cases, 659 -666.
Complaint alleging that private university, which allegedly discriminated against female assistant professor because of her sex and chartered by state ... Fails to allege state action on part of university.

423 Cohen v. Illinois Institute of Technology, et al. (U. S. District Court, Northern District of Illinois, No. 74 C 1374, October 29, 1974.); Labor Relations Reporter - Fair Employment Practice, 11: FEP Cases - 368.
Individual's complaint alleging that educational institution deprived her of tenure and pay as associate professor because of her sex does not allege state action on part of institution.

424 Rabinowitz v. Board of Junior College. (U. S. Court of Appeals Seventh Circuit, Dist. No. 508, No. 74-1164, December 23, 1974.); Labor Relations Reporter - Decisions of the Courts, 88: LRRM 2131 - 2134.
Action by tenured faculty at City Colleges of Chicago challenging their transfers to different public colleges.

COURT CASES - INDIANA

425 Miller v. Brachen (U. S. District Court, Southern District of Indiana, Indianapolis Division, No. IP 74-490-C; Order on Defendant's Motion to Dismiss, January 11, 1975.); The College Law Digest, 5(4): 81 - 82, July, 1975.
Nontenured faculty at Ball State University and the right to procedural due process before nonrenewal of contract.

426 Roseman v. Hassler. (Indiana Supreme Court, 382 F. Supp. 1328, D. C. Pa. 1974.); The College Law Digest, 5(2): 35 - 36, March, 1975.
Concerns judicial review of institutional procedures before dismissal at Indiana University.

COURT CASES - IOWA

427 Barrett v. Eastern Iowa Community College District. [illegible]21 N. W. 2d. 781, 1974.); The College Law Digest, 5:6, Ja[illegible]y, 1975.
Notice of intent to terminate and automatic renewal.

COURT CASES - IOWA (cont'd.)

428 Hibbs v. Board of Education of Iowa Central Community College. (392 F. Supp. 1202, N. D. Iowa, 1975.); The College Law Digest, 5(6): 117 - 118, November, 1975.
Nontenured faculty member and dismissal due to financial exigency.

COURT CASES - KENTUCKY

429 Strunk v. Western Kentucky University, et al. (U. S. District Court, Eastern District of Kentucky, No. 74-95, August 6, 1975.); Labor Relations Reporter - Fair Employment Practice, 11: FEP Cases, 355 - 359, October 4, 1975.
1972 amendment extending coverage of Title VII to state government entities does not apply to alleged discrimination by state university that occurred before effective date of amendment.

430 Williams v. University of Kentucky, et al. (U. S. District Court, Eastern District of Kentucky, No. 74-118, April 28, 1975.); Labor Relations Reporter - Fair Employment Practice, 11: FEP Cases - 353 - 355.
University was not "employer" within meaning of Title VII as of date in 1971 on which charging party was discharged, since 1972 amendment making Title VII applicable to educational institutions is not retroactive.

COURT CASES - MAINE

431 Wright v. Superintending School Committee. (Maine Supreme Court, 331 A 2d. 640, Me. 1975.); The College Law Digest, 5(3): 62, May, 1975.
Tenured faculty member and what constitutes unfitness to teach.

COURT CASES - MARYLAND

432 Cussler v. The University of Maryland. (U. S. District Court, District of Maryland, Civil Action No. 72-372-N, March 14, 1975. The College Law Digest, 5(4): 77-78, July, 1975.
Discrimination in employment based on sex.

433 Jolivet v. Elkins. (U. S. District Court, District of Maryland, Civil No. H-74-595.); The College Law Digest, 5(2): 31-32, March, 1975.
Concerns discrimination in awarding of academic credits, based on race at University of Maryland.

COURT CASES - MARYLAND (cont'd.)

434 "Protests by Maryland Professors Unprotected by First Amendment." (Frederick, Maryland Community College.) 1975 - GERR - 610: B-6 to B-8.

435 Steinberg v. Elkins. (U. S. District Court, District of Maryland, Civil Action No. B-75-307, March 12, 1975.); The College Law Digest, 5(4): 79-80, July, 1975.
Untenured faculty at the University of Maryland and the procedure for granting tenure.

COURT CASES - MASSACHUSETTS

436 Adams v. Smith College. (Commonwealth of Mass., MCAD Nos. 72-S-53 and 72-S-54, n.d.); The College Law Digest, 5(5): 93, September, 1975.
Case regards discrimination in employment based upon sex.

437 Adams v. Smith College. (Commonwealth of Mass.: Executive Dept.: Commission Against Discrimination: MCAD Nos. 72-S-53 and 72-S-54.); The College Law Digest, 5(3): 58, May, 1975.
Concerns discrimination in employment based on sex.

438 Brennan v. Morrisey. (U. S. District Court for District of Mass., Civil Action, File No. 74-2311-G, June 24, 1974.); The College Law Digest, 5(2): 34, March, 1975.
Discrimination in employment based on sex.(Boston St.Coll.)

439 Brennan v. Morrissey. (U. S. District Court for Mass., Civil Action, File No. 74-2311-G.); The College Law Digest, 5(3): 57, May, 1975.
Discrimination in employment based on sex at Boston State College. Defendants believe case is first opportunity for federal court to consider the constitutionality of Title IX.

440 Callanan v. Boston State College. (U. S. District Court for District of Mass., Civil Action No. 74-1759-M, August 30, 1974.); The College Law Digest. 5(3): 59-60, May, 1975.
Right to due process before nonrenewal of contract.

441 Equal Employment Opportunity Commission v. Tufts Institution of Learning. (U. S. District Court, District of Massachusetts. Civil Action No. 73-2492-M. July 3, 1975.); The College Law Digest, 5(1): 9-10, Jan. 1975, and 5(6): 115, Nov. 1975.
Discrimination in employment based on sex.

COURT CASES - MASSACHUSETTS (cont'd.)

442 NLRB v. Wentworth Institute and Wentworth College of Technology, Inc. (U. S. Court of Appeals, First Circuit (Boston). Case No. 74-1219, March 31, 1975.); Labor Relations Reporter - Decisions of the Courts, 89: LRRM, 2033 -2038.

NLRB properly extended its jurisdiction to representation dispute in nonprofit higher education institution.

COURT CASES - MICHIGAN

443 Lake Michigan College Federation of Teachers v. Lake Michigan Community College. (390 F. Supp. 103, WD Mich. SD 1974.); The College Law Digest, 5(5): 98, September, 1975.

Teachers at state junior college brought an action for reinstatement and damages after they had been discharged for allegedly participating in an illegal strike.

444 Lake Michigan Federation of Teachers v. Lake Michigan College. (Michigan Court of Appeals, Division I, No. 19816, April 28, 1975.); Labor Relations Reporter. 90: LRRM - 2100 to 2102.

Finding of Michigan Employment Relations Commission that employer college, while it did engage in hard bargaining, did not violate Michigan Labor Mediation Act by unlawfully refusing to bargain in good faith with teachers federation.

445 Lake Michigan College Federation of Teachers and Shaffer, et al. v. Lake Michigan Community College, et al. (U. S. District Ct., Western District of Mich., No. K-49-73, Sept. 27, 1974.); Labor Relations Reporter - Decisions of the Courts, 88: LRRM, 2873 - 2902.

Salary freeze; union-busting tactics.

COURT CASES - MINNESOTA

446 Livingston v. Minn. State Junior College Board. (U. S. District Court, District of Minn., Third Division, 3 - 72 Civil 173, December 2, 1974.); The College Law Digest, 5(2): 37, March 1975.

Nontenured faculty and the right of expectation of renewal of contract.

447 Minnesota State College Board and Minnesota Department of Personnel v. Public Employment Relations Board. (Ramsey County, District Court, Case No. 397320, November 13, 1974.) 1975 - GERR - 589: B-3 to B-6.

Faculty members at seven state colleges must bargain as one unit.

COURT CASES - MINNESOTA (cont'd.)

448 Minnesota State College Board, et al. v PERB et al. (Minnesota Supreme Court, No. 45587, April 11, 1975.); Labor Relations Reporter. 89: LRRM - 2833 - 2841.
State court had jurisdiction of appeal from Minnesota PERB's determination under State Public Employment Relations Act.

449 Minnesota State College Board v. Public Employment Relations Board. (228 N. W. 2d. 551, 1975.); The College Law Digest, 5(5): 101, September, 1975.
The judicial review of the actions of a state public employment relations board.

COURT CASES - MISSOURI

450 Saunders v. Reorganized School District No. 2 of Osage County. (Missouri State Supreme Court, 520 S. W. 2d. 29, 1975.); The College Law Digest, 5(5): 98, September, 1975.
Tenured junior college teacher seeks review of his discharge. Court finds his right of free speech had not been violated.

COURT CASES - NEBRASKA

451 The Board of Regents of the University of Nebraska v. A. Neil Dawas, et al. (U. S. Court of Appeals, Eight Circuit (St. Louis) No. 75-1126, Aug. 26, 1975.); Labor Relations Reporter - Fair Employment Practice Cases, 11: FEP Cases, 283 - 287. Sept. 20, 1975.
Equal pay dispute where males are suing for placement on an existing salary schedule for females only.

452 Board of Regents of University of Nebraska v. Dawes. (U. S. District Court, District of Nebraska, No. CV-73-1-190, December 31, 1974.); Labor Relations Reporter - Wages and Hours Cases, 22: WH Cases, 111 - 118.
Action by University of Nebraska for declaratory judgment as to rights of parties under equal pay provisions of FLSA, wherein male employees filed counterclaim for unpaid wages.

COURT CASES - NEBRASKA (cont'd.)

453 Gene Busboom et al., v. Southeast Nebraska Technical Community College. (Lancaster County District Court, Docket 285, October 4, 1974.); 1975 - GERR - 587: B-12 to B-4.

Technical College told to pay salaries negotiated by Lincoln School District teachers.

454 Gene Busboom et al., v. Southeast Nebraska Technical Community College. (Nebraska Supreme Court, N. W. 2d. No. 39835, August 7, 1975.); 1975 - GERR - 625: B-3 to B-4.

Pay raises do not apply to S. E. Nebraska Technical Community College, even though board formally governed college's predecessor, state supreme court holds.

455 Mid-Plains Education Association v. Mid-Plains Nebraska Technical College. (Nebraska Court of Industrial Relations, 189-NEB-37, 199 N. W. 2d. 747.); Case No. 33, March 8, 1972.

Refusal to discuss terms of employment and representation of persons seeking to arrange conditions of employment. Dissenting opinions included. (On file NCSCBHE, 42 pp.)

COURT CASES - NEVADA

456 Winterberg v. The University of Nevada System. (Supreme Court of Nevada, September 10, 1975.); The College Law Digest, 5(6): 117, November, 1975.

Academic freedom and tenure and the scope of tenure within a university system.

COURT CASES - NEW HAMPSHIRE

457 University of New Hampshire Chapter of American Association of University Professors v. Haselton. (Federal District Court, 397 F. Supp. 107, D. N. H. 1975.); The College Law Digest, 5(6): 120 - 121, November, 1975.

Court holds that N. H. statute conferring bargaining rights upon state employees in general, while specifically denying those rights to academic employees of state university doesn't violate the amendment.

458 University of New Hampshire Chapter of AAUP v. Edward Haselton, Chairman of State Personnel Commission. (U. S. District Court for Dist. of N. H., Civil Action No. 74-188, June 6, 1975.); 1975 - GERR - 611: B-10 to B-11.

Court decision upholds state law which excludes university professors from collective bargaining.

COURT CASES - NEW JERSEY

459 AAUP et al. v. Bloomfield College et al. "The Bloomfield College CAse: the Decision of the New Jersey Superior Court." AAUP Bulletin 60 (3): 320-330, September 1974.
Dismissals and abolition of tenure.

460 Association of New Jersey State College Faculties, Inc. v. New Jersey Board of Higher Education. (NJ Supr. Ct. No. A-25, September Term 1974, November 20, 1974.); 1975 - GERR - 591: B-3 to B-4.
New Jersey Supreme Court rules that state board of education should have negotiated with college faculty representatives re teachers' outside employment.
Also in Negotiations Research Digest, 8(9): 5, May, 1975.

461 Endress v. Brookdale Community College. (N. J. Superior Court, Chancery Div., Monmouth County., Docket No. C-1808-74, April 30, 1975.); The College Law Digest, 5(4): 81, July, 1975.
Nontenured faculty member and her right to procedural due process before dismissal.

COURT CASES - NEW MEXICO

462 Equal Employment Opportunity Commission v. University of New Mexico. (Federal District Court, 504 F. 2d. 1296, 10th Cir. 1974.); The College Law Digest, 5(2): 33-34, March, 1975; 4(3): 56, May, 1974.
Concerns discrimination in employment based on National origin, the confidentiality of personnel files, freedom from unreasonable search and seizure.

COURT CASES - NEW YORK

463 Alberti v. Erie County. (Appellate Division, N. Y. State Supreme Court, 360 N. Y. S. 2d. 343, 1974.); The College Law Digest, 5(2): 38, March, 1975.
Concerns nontenured faculty term appointments.

464 Goodman v. New York University. (Appellate Division of N. Y. State Supreme Court, 369 N. Y. S. 2d. 501, 1975.); The College Law Digest, 5(6): 117, November, 1975.
Tenure status of a director of research.

465 Labat v. Board of Higher Education of the City of New York. (U. S. District Court, Southern District of New York, 74 Civil 4328, July 24, 1975.); The College Law Digest, 5(6): 118, November,1975.
Nontenured faculty member and procedure for granting tenure.

COURT CASES - NEW YORK (cont'd.)

466 Mortenson v. Syracuse University et al. (U. S. District Ct. Northern District of N. Y., No. 73-CV-545, May 13, 1974.); Labor Relations Reporter - Fair Employment Practice Cases, 10: FEP Cases, 1312 - 1315.

Federal district court lacks jurisdiction of action by terminated female assistant professor against university since university is essentially a private organization, i. e., not dependent upon state aid to any significant degree.

467 New York Institute of Technology v. Council of Metropolitan and Old Westbury Chapters, AAUP et al. (N. Y. Supreme Court, Appellate Division, Second Dept., Feb. 18, 1975.); Labor Relations Reporter - Decisions of the Courts, 89: LRRM, 2428 - 2429.

Denial by college of tenure to two professors recommended for appointment by the faculty is arbitrable.

468 Professional Staff Congress/CUNY v. Board of Higher Education of the City of New York. (N.Y. Supreme Court Special Term, Part I. New York County, No. 14194 - 1975, August 29, 1975.); Labor Relations Reporter - Decisions of the Courts, 90: LRRM, 3042 - 3044, November 24, 1975.

Teachers'union is not entitled to preliminary injunction enjoining city from unilaterally revising working conditions of union members upon expiration of the current contract and during negotiations of new contract.

469 Weise v. Syracuse University et al. (U. S. District Court, Northern District of N. Y., No. 73-CV-420, June 10, 1974.); Labor Relations Reporter - Fair Employment Practice, 10: FEP Cases, 1316 - 1318.

Federal district court lacks jurisdiction of action by female individual who first was rejected for lecturer position with Syracuse University and thereafter was hired for position of graduate teaching assistant and terminated after one year, since no state action exists.

470 Weise v. Syracuse University et al.; Mortenson v. same. (U. S. Court of Appeals, Second Circuit (New York), Nos. 74-1977 and 74-2092, July 14, 1975.); Labor Relations Reporter - Fair Employment Practice, 10: FEP Cases, 1331 - 1343. See also: "Applicability of 1871 Civil Rights Act to Private University." Labor Relations Reporter - Summary of Developments. 3, July 28, 1975.

COURT CASES - NEW YORK (cont'd.)

471 Winsey v. Pace College. (U. S. District Court, Southern District of New York, No. 74 Civ. 2573 (CHT), May 6, 1975.); Labor Relations Reporter - Summary of Developments, 89(9): 12, June 2, 1975.
Concerns individual who alleges that private college denied her employment in retaliation for having filed discrimination complaint.

472 Womer v. Trustees of the University of New York. (New York Supreme Court, 362 NYS 2d. 616, 1975.); The College Law Digest, 5(3): 50, May, 1975.
Contract of employment and administrative remedies in case of dismissal.

COURT CASES - NORTH CAROLINA

473 Kilcayne v. Morgan. (U. S. District Court, Eastern District of N. Carolina, Washington Division, No. 791 Civil; Memorandum Opinion and Order, February 4, 1975.; The College Law Digest, 5(4): 79, July, 1975.
Nontenured faculty member at East Carolina University and procedure for granting tenure.

474 Lewis v. Salem (N. C.) Academy and College. (208 S. E. 2d. 404 (1974). The College Law Digest, 5:6, January,1975.
Contract of employment and retirement.

475 "North Carolina Teacher Wins $86,655 in Free Speech Case." (Guilford Technical Institute) 1975 - GERR - 601: B-18 to B-19.

COURT CASES - OHIO

476 Brown v. Stopher. (U. S. District Court, Northern District of Ohio, Eastern Division, Civil Action, Case No. C 73-642, December 20, 1974.); The College Law Digest, 5(4): 84, July, 1975.
Faculty rights and freedoms and the right to participate in the selection of departmental chairmen at Kent State University.

477 Lake Michigan College Federation of Teachers et al. v. Lake Michigan Community College et al. and Kelly, etc. (U. S. Court of Appeals, Sixth Circuit (Cincinnati), Nos. 74-2323 and 74-2324, July 2, 1975.); Labor Relations Reporter. 89: LRRM, 2865 - 2870.
College teachers who participated in strike in violation of Michigan Public Employment Relations Act properly were discharged by college board of trustees, notwithstanding teachers' contention that they were denied procedural due process.

COURT CASES - OHIO (cont'd.)

478 Rehor v. Case Western Reserve University. (Ohio Supreme Court, No. 74-899. Appeal from the Court of Appeals of Cuyahoga County, No. 33395.); The College Law Digest, 5(3): 58-59, May, 1975; 4(5): 110, Sept. 1975; and 5(6): 116, Nov. 1975.
Tenure and mandatory retirement age.

COURT CASES - OREGON

479 "Oregon Court Paves Way for Campus-by-Campus Bargaining." 1975 - GERR - 613: B-24 to B-25.

COURT CASES - PENNSYLVANIA

480 AAUP v. Penn. Labor Relations Board. (Pennsylvania Court of Common Pleas, Centre County, No. 14, November 7, 1974.); Labor Relations Reporter - Decisions of the Court, 87: LRRM, 314 - 3116.
Dismissal of unfair labor practice complaint without hearing.

481 Badger v. The Penn. State University. (U. S. District Court, Penn Middle District, Civil Action No. 74-237, January 9, 1975.); The College Law Digest, 5(4): 77, July, 1975.
Discrimination in employment based on age.

482 Braden v. University of Pittsburgh et al. (U. S. District Court, Western District of Pa., No. 71-646, March 13, 1975.); Labor RelationsReporter - Fair Employment Practice. 10: FEP Cases, 1416 - 1422.
University being sued for alleged sex discrimination in employment will be deemed to have waived whatever state immunity it might have, in view of its stipulation that it is not state agency.

483 Community College of Beaver County and Community College of Beaver County Society of the Faculty, NEA. (Commonwealth Court of Pa., No. 631 C.D. 1974, February 4, 1975.); 1975 - GERR - 595: B-2 to B-3.
The college was correct in its interpretation of the contract and arbitrator's decision that full-time teachers dismissed in a retrenchment program were entitled to preferential rehiring for part-time positions overruled.

484 Isaacs v. Board of Trustees of Temple University. (U. S. District Court, Eastern District of Penn., November 11, 1974, 43 L. W. 2241.); The College Law Digest, 5(2): 30, March, 1975.
The distinction between private and public institutions of higher education.

COURT CASES - PENNSYLVANIA (cont'd.)

485 Kutska v. California State College. (U. S. District Court, Western District of Penn., Civil Action No. 75-114.); The College Law Digest, 5(4): 88, July, 1975.
Public institutions and immunities as agencies of the state.

486 Pendrell v. Chatham College et al. (U. S. District Court, Western District of Pennsylvania, No. 74-621, Dec. 5, 1974.); Labor Relations Reporter - Analysis, 88: 6-8, January 13, 1975.
Allegation of conspiracy to discriminate against person because of his advocacy of rights of class-based group is sufficient to state claim.

487 Pendrell v. Chatham College.(Penn. Federal District Court, 386 F. Supp. 341, W. D. Pa. 1974.); The College Law Digest, 5(3): 51 - 52, May, 1975.
Alleged discrimination against women.

488 Pennsylvania Labor Relations Board v. State College Area School District, the Board of School Directors; Appeal of State College Area Education Assn.; Appeal of AFSCME, AFL-CIO. (Penn. Supreme Court, Eastern District, Nos. 49, 50, and 51 January Term, 1974, April 17, 1975.); Labor Relations Reporter, 90: LRRM, 2081 - 2089.
Subjects for bargaining.

489 "PLRB May Withdraw a Complaint Without a Hearing." (American Association of University Professors, University Park Chapter, v. Pennsylvania Labor Relations Board, Centre County of Common Pleas, Nov. 7, 1974.); Negotiations Research Digest, 8(8): 6, April, 1975.

490 Rackin v. The University of Pennsylvania et al. (U. S. District Court, Eastern District of Penn., No. 73-1007, December 18, 1974.); Labor Relations Reporter - Fair Employment Practice, 10: FEP Cases, 1318 - 1331.
Alleged sex discrimination by University of Pennsylvania against female professor amounts to "state action," notwithstanding contention that university is a private institution.

491 Temple University of the Commonwealth System of Higher Education v. Penn. Labor Relations Board. (Commonwealth Court of Penn., No. 1314 C.D. 1972, November 4, 1972.); The College Law Digest, 5(2): 40, March, 1975.
Interns, residents and clinical fellows are not deemed employees under provisions of PERA.

COURT CASES - PENNSYLVANIA (cont'd.)

492 Albert Einstein Medical Center v. Pa. Labor Relations Board. (Commonwealth Court of Pa., Case Nos. 1265, 1281, and 1314 C. D. 1973, November 14, 1974.); Labor Relations Reporter, 87: LRRM, 2778 - 2782.
Hospital interns, residents, and clinical fellows are not "public employees' within meaning of Pa. Public Employee Relations Act (SLL 48:221).

COURT CASES - PUERTO RICO

493 Martinez v. Carrion. (U.S. District Court, District of Puerto Rico, Civil Nos. 74-535, 602, 706, 790, 775, 717, November 1, 1974.); The College Law Digest, 5(2): 36 - 37, March, 1975.
Nontenured faculty at the University of Puerto Rico and the right of expectation of renewal of contract.

494 Martinez v. Carrion. (U. S. District Court of Puerto Rico, Civil Nos. 74-535, 602, 706, 790, 775, 717, n.d.); The College Law Digest, 5(5): 96, September, 1975.
University of Puerto Rico - nontenured faculty and the right to due process before nonrenewal of the contract of employment.

495 Perez Goncalez v. Irizarry. (Federal District Court, 387 F. Supp. 942, D. Puerto Rico, 1974.); The College Law Digest, 5(4): 84, July, 1975.
Rights and freedom of a faculty member at a state university in Puerto Rico to serve on the Academic Senate.

COURT CASES - TENNESSEE

496 Brennan, etc. v. Tennessee Technological University,et al. (U. S. District Court, Middle District of Tennessee, No. 75-007-NE-CV, April 2, 1975.); Labor Relations Reporter - Wages and Hours, 22: WH Cases, 244 - 245.
In injunction action against university under FLSA, the statements obtained from individuals who filed complaints about conduct of university need not be disclosed.

497 Soni v. Board of Trustees of The University of Tennessee. (376 F. Supp. 289, affirmed, 513 F. 2d. 347, 6th. Cir. 1975.); The College Law Digest, 5(5): 96 - 97, September, 1975.
Concerns nontenured faculty and the right of expectancy of renewal of the contract of employment.

COURT CASES - TEXAS

498 Johnson v. Harvey. (Federal District Court, 382 F. Supp. 1043, D. C. Tex. 1974.); The College Law Digest, 5(2): 36, March, 1975.
Nontenured faculty and the right of expectation of renewal of contract.

499 Kaprelian v. Texas Woman's University. (Federal Circuit Court of Appeals, 509 F. 2d., 5th Cir. 1975.): The College Law Digest, 5(4): 31, July, 1975.
Nontenured faculty and the right to procedural due process before dismissal.

COURT CASES - VERMONT

500 McRae v. Goddard College. (U. S. District Court, District of Vermont, No. 74 - 120, January 29, 1975.); Labor Relations Reporter, 10: FEP Cases, 143 - 151.
College did not violate Title VII when it refused to renew contract of black college counsellor who had participated in disruptive action at college president's office.

COURT CASES - VIRGINIA

501 Longwood College and Virginia Polytechnic Institute (Va.). "Responsibility of Administrators Tested." NACUBO, 8(1): 6, July, 1974.
College administrators are responsible personally, but not in their official capacities, for actions which may have resulted in discrimination based on sex.

COURT CASES - WASHINGTON

502 Barnes v. Washington State Community College District. (Washington State Supreme Court, 20, 529 P 2d 1102, Wash. 1975.); The College Law Digest, 5(3): 62-63, May, 1975.
Academic freedom and the tenure status of administrative positions.

503 Cathcart v. Anderson. (Wash. State Supreme Court, 530 P. 2d. 313, Wash. 1975.); The College Law Digest, 5(3): 66 - 67, May, 1975.
Public institutions of higher education and authority to conduct administrative affairs in private meetings. (University of Washington.)

504 "Community Colleges in Seattle, Tacoma, Sue for Court Rulings." 1975 - GERR - 588: B-18.
Board of Trustees file lawsuit in Superior Court suing State Board of Community College Education for disallowing salary increase negotiated for faculty members.

COURT CASES - WEST VIRGINIA

505 Sheppard v. West Virginia Board of Regents. (378 F. Supp. 4 (S. D. W. Virginia, Charleston Div., 1974.): The College Law Digest, 5: 15, January, 1975.
Non-reappointment at West Virginia Institute of Technology.

COURT CASES - WISCONSIN

506 Johnson v. Board of Regents of the University of Wisconsin. (377 F. Supp. 227, W. D. Wisc. 1974; affd., 510 F. 2d. 975, 7th Cir. 1975.); The College Law Digest, 5(5): 94, September, 1975.
Dismissal of a faculty member because of financial exigency.

507 Wisconsin Federation of Teachers Local 2149 v. Layton School of Art and Design. (WERC Case II, No. 17271 Ce-1519, Decision No. 12231 - B, May 13, 1975.); 1975 - GERR - 611: B-3 to B-5.
Wisconsin Employment Relations Commission finds Layton School of Art and Design, Milwaukee committed unfair labor practices in its campaign to undermine and oust teachers union.

DEPARTMENT CHAIRMEN

508 Boyer, William W. "The Role of Department Chairmen in Collective Bargaining: The University of Delaware Experience." Journal of the College and University Personnel Association, 25(2): 49-54, Apr. 1974.

509 Decker, D.F. The Role of the Department Chairman in Governance at Rhode Island Junior College. (Unpublished paper,) 1975.

510 Freimuth, James E. "The Department Chairman - In or Out?" New Directions for Community Colleges, 3(11): 59-64, Autumn, 1975.

511 Freimuth, James E. Guidelines for Determining the Inclusion/Exclusion of Department Chairmen in Faculty Collective Bargaining Units in American Higher Education. Ph.D. Dissertation, Florida State University, Tallahassee, Florida, 1974.

512 Leslie, David W. "NLRB Rulings On the Department Chairmanship." Educational Record, 53(4): 313-20, Feb., 1972.

513 Lombardi, John. The Department/Division Chairman: Characteristics and Role in the Community College. Topical Paper #40. Los Angeles, California: ERIC Clearinghouse for Junior Colleges, May, 1974. (ERIC #ED 091 035.)

514 Lombardi, John. The Duties and Responsibilities of the Department/Division Chairman in the Community Colleges. Topical Paper #39. Los Angeles, California: ERIC Clearinghouse for Junior Colleges, March, 1974. (ERIC #ED 089 811.)

515 Rosen, L. "The Bargaining Unit Status of Academic Department Chairman." University of Chicago Law Review, 40: 422-459, Winter, 1973.

516 Welch, Gerald D. "Role of the Department Chairman in Collective Bargaining." Community and Junior College Journal, 44(4): 31, December/January, 1974-75.

DISCRIMINATION

517 "Age Discrimination Charged at University of Chicago." The Chronicle of Higher Education, 10(9): 2, Aug., 1975.

518 "Anti-Sex-Bias Rules." The Chronicle of Higher Education, 10(3): 10, Mar., 1975.

519 Bickel, Robert D. and William Vandercreek. "Class Action Aspects of Federal Employment Discrimination Litigation." The Journal of College and University Law, 2(2): 157-174, Winter, 1974-1975.

520 Ely, John H. "The Constitutionality of Reverse Racial Discrimination." University of Chicago Law Review, 41: 723, 1974.

521 Fiedler, William E. "The Employer's Burden of Proof." Journal of the College and University Personnel Association, 25: 10-20, July-August, 1974.

522 Fields, Cheryl M. "Probing Discrimination." The Chronicle of Higher Education, 10(15): 6, June, 1975.

523 Fiss, Owen M. "The Fate of an Idea Whose Time Has Come: Anti-Discrimination Law in the Second Decade After Brown v. Board of Education." University of Chicago Law Review, 41: 742, 1974.

524 "Impact of Supreme Court's Albemarle Decision." Labor Relations Reporter - News and Background Information, 89: LRR, 260, July 7, 1975.

525 Lester, Richard A. Antibias Regulation of Universities. Faculty Problems and Their Solutions. New York, N.Y.: McGraw-Hill, 1974.

526 Lester, Richard A. "The Equal Pay Boondoggle." Change, 7(7): 38-43, Sept., 1975.

527 "Medical School Faculty Tenure Procedures Were Sex Biased; Minorities and Females Improperly Excluded From Non-Faculty Jobs; Sex-Designated Job Classification Was Biased; High School Requirement Was Biased Against Negroes." CCH Employment Practices, 6: Para. 6410, p. 4096, Dec. 20, 1973.

DISCRIMINATION (cont'd.)

528 "New York Court Awards Female Professor Tenure in Sex Bias Case." Higher Education Daily, 3: 5, June 16, 1975.

529 Polowy, Carolyn. Collective Bargaining and Discrimination Issues in Higher Education Institutions. Washington, D.C.: Academic Collective Bargaining Information Service, July, 1975.

530 "Race and Sex Bias Found at Bowling Green University." 1975 - GERR - 590: B-10 to B-11.

531 "Reverse Discrimination Pleas by Colleges Called 'Smokescreen'." 1975 - GERR - 620: B-4.

532 Sandler, Bernice and Sheldon E. Steinbach. "Backlash in Academe: A Critique of the Lester Report." Teachers College Record, 76: 401-419, Feb., 1975.

533 Sandler, Bernice and Sheldon E. Steinbach. "Sex Discrimination, Educational Institutions, and the Law: A New Issue on Campus." Journal of Law and Education, 2: 613-635, Oct., 1973.

534 "Sex-Bias Hearings." (University of Texas.) The Chronicle of Higher Education, 11(5): 12, Oct., 1975.

535 "Sex Bias in Athletics." The Chronicle of Higher Education, 11(3): 8, Sept., 1975.

536 Shulman, Carol H. Federal Laws: Nondiscrimination and Faculty Employment. ERIC/Higher Education Research Report #4. Washington, D.C.: American Association for Higher Education, 1975.

537 Southern Education Foundation. Ending Discrimination in Higher Education: A Report From Ten States. Atlanta, Georgia: Southern Education Foundation, n.d.
Material relating to the effort to achieve racial balance in enrollment in states named in Adams v. Richardson, (480, F. 2d 1159, D.C. Cir. 1973.)

538 Winkler, Karen J. "U. of Maryland Charged With Bias." The Chronicle of Higher Education, 11 (7): 10, Oct., 1975.

FACULTY ATTITUDES

539 Bodner, Gerald A. The "No Agent" Vote at N.Y.U.: A Concise Legal History. Special Report #9, Washington, D.C.: Academic Collective Bargaining Information Service, 1974. (ERIC #ED 097 826.)

540 Cline, Terry Alan. A Study of the Relationships Between Colorado Community College Faculty Members' Attitudes Toward Collective Negotiations and Their Perceptions of the Management Styles Used at Their Colleges. Ed.D. Dissertation, University of Colorado, Boulder, Colorado, 1973.

541 Cote, William E. "Michigan State University Faculty Rejects Unions." Change, 5(1): 28-30, Feb., 1973.

542 Donnelly, James. "Faculty Attitudes Move Toward Collective Bargaining." (AFT) United Faculty Newsletter, Dec., 1975.

543 Dubeck, Leroy W. Collective Bargaining: A View From the Faculty. Orientation Paper #7. Washington, D.C.: Academic Collective Bargaining Information Service, Oct., 1975.

544 Feuille, Peter and James Blandin. "Faculty Job Satisfaction and Bargaining Sentiments: A Case Study." Academy of Management Journal, 17(4): 678-92, 1974.

545 Flange, Eugene. "Faculty Attitudes and the Election of a Bargaining Agent in the Pennsylvania State College System, Pt. I." Journal of Collective Negotiations in the Public Sector, 4(2): 157-174. 1974. (See Muczyk for Part II.)

546 "Four NEA Faculty Leaders Express Views on Value of Bargaining Approach to Serious Faculty Concerns in a Belt-Tightening Era." NEA Advocate, 4, Nov., 1975.

547 Gallo, Robert R. An Analysis of the Attitudes of Faculty Members Toward Collective Negotiations in Selected Community Colleges in New York State. Ph.D. Dissertation, Cornell University, Ithaca, N.Y., 1974.

FACULTY ATTITUDES (cont'd.)

548 Gress, James R. and Arthur E. Wohlers. An Explanation of Faculty Attitude Toward Collective Bargaining in Selected Ohio Higher Education Institutions. (Paper presented at the Annual Meeting of the American Educational Research Association, Chicago, Ill.) 1974. (ERIC #ED 090 872.)

549 Kahn, Kenneth F. "Conducting a 'No-Union' Election Campaign on Campus." Journal of College and University Law, 1(4): 291-304, Summer, 1974.

550 Kazlow, Carole and Joseph Giacquinta. Faculty Receptivity to Organizational Change. (Paper presented at Meeting of American Educational Research Association, Chicago, Illinois.) April, 1974. (ERIC #ED 090 847.)

551 Kennelly, Jean R. Collective Bargaining in Higher Education in the United States: Conceptual Models and a Survey of Incidence Among Faculty and Supportive Professional Personnel. Ph.D. Dissertation, University of Washington, Seattle, Washington, 1973.

552 Lindeman, Lynn W. "Institutional Goals and Faculty Attitudes Toward Collective Negotiations." Research in Higher Education, 3(3): 205-217, 1975.

553 Lindeman, Lynn W. The Relationship Between University Faculty and Administrators' Perceptions of Institutional Goals-Functions and Faculty Attitudes Toward Collective Negotiations. Ph.D. Dissertation, University of Oklahoma, Norman, Oklahoma, 1973.

554 Lindeman, Lynn W. University Goals and Collective Bargaining. Norman, Oklahoma: Norman Center for Studies in Higher Education, University of Oklahoma, Sept., 1974. (ERIC #ED 102 898.)

555 Lozier, G. Gregory and Kenneth P. Mortimer. Anatomy of a Collective Bargaining Election in Pennsylvania's State-Owned Colleges. University Park, Pa.: Center for the Study of Higher Education, Pennsylvania State University, Feb., 1974.

FACULTY ATTITUDES (cont'd.)

556 Lozier, G. Gregory. A "Classic" Vote for No Representation: Michigan State University. Washington, D.C.: Academic Collective Bargaining Information Service, n.d.

557 Lozier, G. Gregory. Faculty Voting Behavior in Collective Bargaining Elections With Special Focus on the No Bargaining Option. (Paper presented at a Symposium on Collective Bargaining in Higher Education sponsored by the Faculty Senate of Florida State University, Tallahassee, Florida), May, 1974.

558 Lozier, G. Gregory. Faculty Voting Behavior in the Collective Bargaining Agent Election for the Pennsylvania State Colleges. (Paper presented at Pennsylvania Association for Higher Education Conference, Harrisburg, Pa.) April, 1973.

559 Lozier, G. Gregory. Voting Patterns of Pennsylvania State College Faculty in a Collective Negotiations Election. Ed.D. Dissertation, Pennsylvania State University, University Park, Pa., 1973.

560 Lussier, Virginia L. Albion College (Michigan) Votes "No Agent" A Case Study. Special Report #7. Washington, D.C.: Academic Collective Bargaining Information Service, 1974.

561 McInnis, Malcolm C. Demographic and Non-Demographic Variables Associated With the Florida State University Faculty Members' Attitudes Toward Collective Bargaining in Higher Education. Ph.D. Dissertation, Florida State University, Tallahassee, Florida, 1973.

562 Miskel, C. Teacher and Administrator Attitudes Toward Collective Negotiation Issues. (Unpublished paper.) 1973. (ERIC #ED 074 624.)

563 Mortimer, Kenneth P. and Naomi V. Ross. Faculty Voting Behavior in the Temple University Collective Bargaining Elections, University Park, Pa.: Center for the Study of Higher Education, The Pennsylvania State University, April, 1975.

FACULTY ATTITUDES (cont'd.)

564 Mortimer, Kenneth P., Mark D. Johnson, and David A. Weiss. "'No Representative' Victories in Faculty Collective Bargaining Elections." Journal of the College and University Personnel Association, 26(1): 34-43, Jan./Feb., 1975.

565 Muczyk, Jan P. et al. "Faculty Attitudes and the Election of a Bargaining Agent in the Pennsylvania State College System II." Journal of Collective Negotiations in the Public Sector. 4(2): 175-190, 1974. (See Flange for Part I.)

566 Nixon, Howard L., II. "Faculty Support of Traditional Labor Tactics on Campus." Sociology of Education, 48: 276-286, Summer, 1975.

567 Phelan, Daniel J. Faculty, Student and Staff Attitudes Toward Potential Collective Bargaining Issues at the Ohio State University. Washington, D.C.: Academic Collective Bargaining Information Service, Oct., 1975.

568 Ramsey, Gerald D. Unionism and Collective Bargaining Among Academic Employees in Higher Education: Job Satisfaction, Attitudes, and Individuals' Perceptions of Self and Faculty Consensus in Rating Contract Items. Ph.D. Dissertation, Purdue University, Lafayette, Indiana, 1973.

569 Semas, Philip W. "Union Balloting." The Chronicle of Higher Education, 11(1): 10, Sept., 1975.

570 Thorpe, Edwin Morris. Faculty Attitudes at Florida A & M University Toward Collective Bargaining and Their Relationship to Shared Authority and Selected Demographic Variables. Ph.D. Dissertation, Florida State University, Tallahassee, Fla., 1975.

FRINGE BENEFITS

571 Middleditch, Leigh B., Jr. "College and University Fringe Benefits." The Journal of College and University Law, 1(2): 172-189, Winter, 1974-1975.

FRINGE BENEFITS - HEALTH CARE

572 Gutzwiller, Roberta and Gerald L. Shawhan. Survey of House Staff Benefits at Forty-Four Medical Schools Cincinnati, Ohio: Cincinnati University, Department of Instructional Studies, 1969. (ERIC #ED 039 826.)

FRINGE BENEFITS - PENSIONS

573 "AAUP Presses Ford on Equal Pension Benefits." Higher Education Daily, 3: 3, Sept. 30, 1975.

574 "Recent Developments Under Pension Law." Labor Relations Reporter - News and Background Information, 87: LRR, 382, Dec. 23, 1974.

FRINGE BENEFITS - RETIREMENT

575 "Early Retirement Problems Analyzed." Higher Education and National Affairs, 23(31): 6, Aug. 16, 1974.

576 "On Equal Monthly Retirement Benefits for Men and Women Faculty." AAUP Bulletin, 61(4): 316-321, Dec., 1975.

577 "Professor Is Winner in Retirement Case; University to Appeal." Higher Education and National Affairs, 23(33): 5, Aug. 30, 1974.

578 Teachers Insurance and Annuity Association of America. The Employees Retirement Income Security Act of 1974 (P.L. 93-406, 88 Stat. 829.) New York, N.Y.: TIAA-CREF, 1974.

FRINGE BENEFITS - UNEMPLOYMENT INSURANCE

579 "Administration Seeks Extension of Jobless Pay System." Higher Education Daily, 3: 6, July 30, 1975.

580 "AFSCME, NEA, and UAW Urge Expansion of Unemployment Insurance." 1975 - GERR - 602: B-4.

581 "Mondale Wants Teachers in Unemployment Compensation System." Higher Education Daily, 3: 6, May 12, 1975.

GOVERNANCE

582 Anderson, Duane D. "New Partners, Old Problems." New Directions for Community Colleges, 3(2): 11-18, Summer, 1975.

583 Bailey, Stephen K. "External Forces Affecting Higher Education." NACUBO Professional File, 7(5): 1-3, Aug., 1975.

584 Bain, Trevor. "Academic Governance and Unions: The Case of CUNY." Industrial Relations, 14(1): 102-Feb., 1975.

585 Begin, James P. Faculty Governance and Collective Bargaining: An Early Appraisal. Special Report #5, Washington, D.C.: Academic Collective Bargaining Information Service, March, 1974. Also in Journal of Higher Education, 45(8): 582-593, Nov., 1974.

586 Boyd, William B. The Impact of Collective Bargaining on University Governance. Washington, D.C.: Association of Governing Boards of Universities and Colleges, Nov., 1973. (ERIC #ED 092 052.)

587 Brossman, S.W. Governance and Coordination of California Higher Education. Los Angeles, California: University of California, ERIC Clearinghouse for Junior Colleges, 1974. (ERIC #ED 086 299.)

588 Brown, R.C. "Professors and Unions: The Faculty Senate: An Effective Alternative to Collective Bargaining in Higher Education?" William and Mary Law Review, 12: 252-332, Winter, 1970.

589 Burger, V.K. and D.T. Jelfo. Design and Implementation of a Governance Structure at the Faculty-Administrative Interface. Unpublished paper, 1974. (ERIC #ED 097 081.)

590 Byrnes, Joseph F. "The Existence of Both Academic and Union Models of Governance at Rider College." Journal of the College and University Personnel Association, 26(3): 41-45, July/August, 1975.

591 Carnegie Commission on Higher Education. Governance of Higher Education. New York, N.Y.: McGraw-Hill, 1973a.

GOVERNANCE (cont'd.)

592 Carnegie Commission on Higher Education. Priorities for Action: Final Report of the Carnegie Commission on Higher Education. New York, N.Y.: McGraw-Hill, 1973b.

593 Carr, Robert K. "Academic Bargaining: Power Changes for Everyone?" New Directions for Higher Education, 2(1): 61-78, Spring, 1974.

594 Coombe, Richard. "A Case Study Improves Governance." New Directions for Community Colleges, 3(2): 45-52, Summer, 1975.

595 Cottingham, Tom and Leland Cooper. "Southern Appalachia: A Special Challenge." New Directions for Community Colleges, 3(2): 19-26, Summer, 1975.

596 Duryea, E.D. and R.S. Fisk. "Impact on Unionism of Governance." Current Issues Higher Education, 27: 105-115, 1972.

597 Edwards, D.W., et al. Possible Mechanisms for Faculty Participation in Multicampus Governance at Valencia Community College. Unpublished paper, 1974. (ERIC #ED 097 077.)

598 Epstein, Leon D. Governing the University. San Francisco, California: Jossey-Bass, 1974.

599 Falcone, Michael A. Collective Bargaining: Its Effects on Campus Governance. Special Report #16. Washington, D.C.: Academic Collective Bargaining Information Service, Feb., 1975. (ERIC #ED 104 229.)

600 Furniss, W. Todd. Steady-State Issues for the Bargaining Agent. Washington, D.C.: Commission on Academic Affairs, American Council on Education, (1974).

601 Gallucci, Samuel L. The Effect of Collective Bargaining on Governance in Physical Education Departments. Ed.D. Dissertation, University of West Virginia, Morgantown, W. Va., 1975.

602 Garbarino, Joseph. "Collegiality, Consensus and Collective Bargaining." NCSCBHE, Annual Conference Proceedings, 3d, ed. by T.M. Mannix, 1975.

GOVERNANCE (cont'd.)

603 Garbarino, Joseph. "Will Unions Replace the Faculty Senate?" Higher Education Daily, 3: 3, Apr. 29, 1975.

604 Hall, Herbert Eugene. An Analysis of the Impact of Collective Bargaining on the Governance Processes of a Selected Four-Year State College. Ed.D. Dissertation, West Virginia University, Morgantown, W. Va., 1973.

605 Heinlein, Albert C., ed. Decision Models in Academic Administration. Kent, Ohio: Kent State University Press, 1974.

606 Helling, J. "Participatory Governance - A Losing Model." Community and Junior College Journal, 46(3): 16-18, Nov. 1975.

607 Hermann, Burton R. Faculty Trusteeship and Collective Bargaining: Can Faculty Representation on Governing Boards be an Effective Alternative to Collective Bargaining? 1974. (ERIC #ED 086 112.)

608 Hudson, Bennett J. Perceptions of Post-Bargaining Changes in Organizational Structure and Locus of Institutional Decision-Making in Selected Community Colleges. Ed.D. Dissertation, University of Florida, Gainesville, Florida, 1973.

609 Jacobs, Karl J. Management Rights in Collective Bargaining and the Impact on Presidential Autonomy. (Paper presented at National Conference for Community College Presidents, Quincy, California) August 1974. (ERIC #ED 099 054.)

610 Jenks, R. Stephen. "An Internal Change Agent's Role in Restructuring University Governance." Journal of Higher Education, 44(5): 370-379, May, 1973.

611 Jones, D.H. An Analysis of Students' Perception of Their Role in Governance at Gaston College. Unpublished paper, 1974. (ERIC #ED 094 820.)

612 Kelly, Gerald O. "Governance as Education: The Dawson Approach." New Directions for Community Colleges, 3(2): 63-74, Summer, 1975.

GOVERNANCE (cont'd.)

613 Kemerer, Frank R. The Impact of Faculty Collective Bargaining on College and University Governance. Ph.D. Dissertation, Stanford University, Stanford, Calif., 1975.

614 Kemerer, Frank R. and J.V. Baldridge. "The Impact of Faculty Unions on Governance." Change, 7(10): 50-51, 62, Dec.-Jan., 1975-76.

615 Kipps, Margo Janelle and Elizabeth Rinnander. "Governance: Sources and Information." New Directions for Community Colleges, 3(2): 75-92, Summer, 1975.

616 Konrad, Abram G. "Community College Boards: A Canadian Perspective." New Directions for Community Colleges, 3(2): 1-10, Summer, 1975.

617 Landerholm, Merle E. "Building an Organizational Team." New Directions for Community Colleges, 32(2): 53-62, Summer, 1975.

618 Lavine, John M. and Wallace L. Lemon. Report of the Regents Task Force on University Governance and Collective Bargaining. (University of Wisconsin System.) Washington, D.C.: Association of Governing Boards of Universities and Colleges, March, 1975.

619 Lindquist, John D. and Robert T. Blackburn. "Middlegrove: The Locus of Campus Power at a State University." AAUP Bulletin, 60(4): 367-378, Winter, 1974.

620 Lipset, Seymour M. "Faculty Unions and Collegiality." Change, 7(2): 39-41, Feb., 1975. (Response to above: Letters 7(5): 5, June, 1975.

621 Lombardi, John. "The Community College Departmental Structure - Directions for the Future." Community College Review, 2(2): 33-40, Summer, 1974.

622 Lombardi, J. Implications for Community College Governance Under Collective Bargaining. Los Angeles, California: University of California, ERIC Clearinghouse for Junior Colleges, 1974a. (ERIC #ED 086 298.)

GOVERNANCE (cont'd.)

623 McConnell, T.R. "Faculty Unionism and Faculty Senates." In T.R. McConnell, ed., The Redistribution of Power in Higher Education, University of Calif., 1971.

624 McLean, S., ed. The Changing Role of the College Presidency; Essays on Governance. Washington, D.C.: American Association of State Colleges and Universities, Apr., 1974.

625 Mason, Henry L. "Faculty Unionism and University Governance." New Directions for Higher Education, 2(1): 1-26, Spring, 1974.

626 Mathews, Fred L. "A Community College Expels the North Central Association: A Defense of the Trustee Role." Community College Review, 2(2): 22-29, Summer, 1974.

627 Moore, Michael A. "An Experiment on Governance: The Ohio Faculty Senate." Journal of Higher Education, 46(4): 365-379, July/August, 1975.

628 Mortimer, Kenneth and G. Gregory Lozier. Collective Bargaining: Implications for Governance. Report #17. University Park, Pa.: Pennsylvania State University, Center for the Study of Higher Education, June, 1972.

629 Mortimer, Kenneth P. Forms of Campus Governance: Joint Participation, Separate Jurisdictions and Collective Bargaining. University Park, Pa.: Penn. State University, Center for the Study of Higher Education, Jan., 1973. (ERIC #ED 076 085.)

630 Nielsen, Robert M. Corporate Management Invades Academe. Washington, D.C.: American Federation of Teachers. (1974.)

631 Olsen, James Karge. "Governance by Confrontation: Adversarialism at the University." Intellect. 102: 2356; 361-64, Mar., 1974.

632 Oosting, Kenneth W. "Self-Examination at Hartford." New Directions for Community Colleges, 3(2): 37-44, Summer, 1975.

GOVERNANCE (cont'd.)

633 Pennsylvania State University, Center for the Study of Higher Education. Insights into Higher Education: Selected Writings of CSHE, 1969-1973. Vol. I: Governance. University Park, Pa.: Pennsylvania State University, 1974. (ERIC #ED 091 978.)

634 Price, Tom. "Governor vs. Regents." The Chronicle of Higher Education, 10(14): 4, May, 1975.

635 Price, Tom. "Ohio's Gov. Rhodes Aims to Cut Regents' Power." The Chronicle of Higher Education, 10(11): 13, May, 1975.

636 Richardson, Richard C., Jr., ed. "Reforming College Governance." New Directions for Community Colleges, 3(2): Summer, 1975. (Entire issue - with bibliography.)

637 Semas, Philip W. "Faculty Unions and Governance." The Chronicle of Higher Education, 10(4): 1, March, 1975.

638 Shawl, William. The Role of the Academic Dean. Topical Paper #42. Los Angeles, Calif.: ERIC Clearinghouse for Junior Colleges, July, 1974. (ERIC #ED 092 210.)

639 Stewart, Bailey Thomas, Jr. A Comparative Study of the Degree and Level of Decision Influence Administrators and Faculty Members Exercise and Have Exercised in Selected Bargaining and Non-Bargaining Junior Colleges in Michigan. Ph.D. Dissertation, Michigan State University, East Lansing, Michigan, 1973.

640 Trimble, W.B.S. "Planning by Committee: The Grey Flannel Panel." Community College Review, 3(2): 68-69, Sept., 1975.

641 Tupa, Girard Edward. Collective Bargaining and Organizational Change: Case Studies of Two Private Institutions of Higher Education. Ph.D. Dissertation, George Peabody College for Teachers, Nashville, Tenn., 1973.

642 "Unionization Will Aid College Faculties," according to Study by Stanford Project on Academic Governance. 1975-GERR - 637: B-9. (Also in Dec., 1975 Change Magazine.)

GOVERNANCE (cont'd.)

643 Wygal, Benjamin R. and Harold James Owen, Jr. "Governing a Multicampus District." New Directions for Community Colleges, 3(2): 27-36, Summer, 1975.

GRIEVANCE PROCEDURES

644 Benewitz, Maurice C. and Thomas M. Mannix. "Grievance Procedure in Higher Education Contracts." Community and Junior College Journal, 44(4): 22-4, Dec./Jan., 1974/75.

645 Bernstein, Merton C., et al. "Arbitration of Faculty Grievances: A Report of a Joint Subcommittee of Subcommittee A and N." AAUP Bulletin, 59(2): 168-170, Summer, 1973.

646 Edmonson, William Fred. Grievance Arbitration and its Role in the Settlement of Professional Negotiation Disputes in Higher Education. Ed.D. Dissertation, University of Mississippi, University, Mississippi, 1973.

647 Ellis, John M. "Grievance Procedures: Real and Ideal." New Directions for Higher Education, 2(3): 63-76, Autumn, 1974.

648 Ferguson, Tracy H., and William L. Bergan. "Grievance - Arbitration Procedures and Contract Administration." Journal of College and University Law, 1(4): 371-391, Summer, 1974.

649 Mannix, Thomas M. "Community College Grievance Procedures: A Review of Contract Content in 94 Colleges." Journal of the College and University Personnel Association, 25(2): 23-40, Apr., 1974.

650 Ruff, Raymond T., Jr. A Description and Analysis of Faculty Grievances and Faculty Grievance Procedures in New York State Community Colleges. Ph.D. Dissertation, State University of New York at Buffalo, N.Y., 1972.

GRIEVANCE PROCEDURES (cont'd.)

651 Satryb, Ronald P. Conflict Resolution Through Grievance Appeals Under the State University of New York Union Contract. (Paper presented at the Annual Meeting of the American Educational Research Association, Washington, D.C.) April, 1975. (ERIC #ED 104 254.)

652 Satryb, Ronald P. "Evolution of the S.U.N.Y. Grievance Procedure From the First Contract to the Second." Journal of the College and University Personnel Association, 26(3): 46-52, July/August, 1975.

653 Satryb, Ronald P. Faculty Grievance at S.U.N.Y.: The First Two Years Under a Negotiated Contract. Special Report #10. Washington, D.C.: Academic Collective Bargaining Information Service, Nov., 1974. (ERIC #ED 098 873.)

654 "Study of Grievance Procedures for Public Contracts Available." Higher Education Daily, 3: 5, May 20, 1975.

IMPASSE RESOLUTION

655 Creal, Richard C. A Study of the Factors Which Influence the Course of Collective Negotiation Toward Resolution or Impasse in Selected Michigan Community Colleges. Ph.D. Dissertation. The University of Michigan, Ann Arbor, Michigan, 1969.

656 Emmet, Thomas. "Dispute Settlement Techniques." NCSCBHE, Annual Conference Proceedings, 3d., ed. by T.M. Mannix, 1975.

657 Leslie, David W. Impact of Collective Bargaining on Conflict Resolution Practices. Research Summary #2, Washington, D.C.: Academic Collective Bargaining Information Service, September, 1975.

INSTITUTIONAL PLANNING

658 Abramson, Paul. "The Costs - And the Pressures - Continue to Rise." American School & University, 47(5): 29-36, January, 1975.
American School & University's annual maintenance and operations cost study.

INSTITUTIONAL PLANNING (cont'd.)

659 Bowen, Howard R. "Planning and Budgeting for Higher Education in the Inflationary 1970's." EACUBO Newsletter, 70: 3-8, August, 1975.

660 Derr, C. Brooklyn and Don A. Orton. "Crises and Contingencies for the Small Private College." Teachers College Record, 77(2): 231-247, Dec., 1975.

661 Dresch, Sephen P. "A Critique of Planning Models for Post Secondary Education: Current Feasibility, Potential Relevance, and a Prospectus for Further Research." The Journal of Higher Education, 46(3): 245-286, May/June, 1975.

662 Hagemeyer, Richard H. "Planning for Growth." Community and Junior College Journal, 46(1): 13-16, Aug.-Sept., 1975.

663 Lee, E.C. and F.M. Bowen. Managing Multicampus Systems: Effective Administration in an Unsteady State. San Francisco, Ca.: Jossey-Bass, 1975.

664 Martorana, S.V. and E. Kuhns. Managing Academic Change: Interactive Forces and Leadership in Higher Education. San Francisco, Ca.: Jossey-Bass, 1975.

665 Nesmith, James N., ed. More for Less: Academic Planning With Faculty Without New Dollars. New York, N.Y.: Society for College and University Planning, 1975.

666 Ping, Charles J. "Unionization and Institutional Planning." Educational Record, 54(2): Spring, 1973.

667 Scher, Richard King. The State and Private Colleges and Universities: The Politics of Higher Education in New York. Ph.D. Dissertation, Columbia University Teachers College, New York, N.Y., 1972.

668 Sturner, William F. Action Planning on Campus. Washington, D.C. American Association of State Colleges and Universities, 1975.

669 Trivett, David A. The Vital Small College: Strategies and Missions. ERIC Higher Education Research Currents, Washington, D.C.: ERIC Clearinghouse on Higher Education, 1974-75.

LABOR LAW

670 Education Commission of the States, Denver, Colorado. Collective Bargaining in Post Secondary Educational Institutions: Applications and Alternatives in the Formulation of Enabling Legislation. A Resource Handbook. Report #45. Denver, Colo.: Education Commission of the States, March, 1974. (ERIC #ED 089 652).

671 Kahn, Kenneth F. "Current and Emerging Labor Relations Issues in Higher Education." The Journal of College and University Law, 2(2): 123-128, Winter, 1974-1975.

672 "Labor Law: Employer Successorship. Internal Union Discipline. Bargaining Units for University Faculties." Annual Survey American Law, 1973-74: 543-75, Spring, 1975.

673 "Labor Law/Relations Institute Set for November 20-21 in N. Y. C." 1975-GERR-631: B-19 to B-20.

674 "Report on 1975 Midwest Labor Law Conference: Part II." Labor Relations Reporter - News and Background Information, 90: LRR, 187-188, October 20, 1975.

LEGAL RESPONSIBILITIES

675 Aiken, Ray J. "Tort Liability of Governing Boards, Administrators and Faculty in Higher Education." The Journal of College and University Law, 2(2): 129-142, Winter, 1974-1975.

676 Beale, J. Rufus. "Delivery of Legal Service to Institutions of Higher Education." The Journal of College and University Law, 2(1): 5-12, Fall, 1974.

677 Burnett, Collins W., ed. Legal Problems in Higher Education. Lexington, Kentucky: University of Kentucky (Bureau of School Service Bulletin), March, 1974. (ERIC #ED 089 589).

LEGAL RESPONSIBILITIES (cont'd.)

678 Corbally, John E. "University Counsel - Scope and Mission." The Journal of College and University Law, 2(1): 1-4, Fall, 1974.

679 O'Neill, Robert M. "Court and Campus - Striking A New Balance." The Journal of College and University Law, 1(3): 199-205, Spring, 1974

LEGISLATION - FEDERAL

680 "AASA Takes Strong Stand Against Federal Public Bargaining Law." 1975-GERR-596: B-15.

681 Colosi, Thomas R., and Steven B. Rynecki, eds. Federal Legislation for Public Sector Collective Bargaining. Chicago: International Personnel Management Assn., 1975.

682 Bonham, George W. "Will Government Patronage Kill The Universities?" Change, 7(10): 10-13, 60-61, December-January, 1975-76.

683 Finn, Chester E., Jr. "Federalism and The Universities." Change, 7(10): 24-29, 63, December-January, 1975-76.

684 Gorman, Robert A. Statutory Responses to Collective Bargaining in Institutions of Higher Learning. Washington, D. C.: American Association of University Professors, 1968. (ERIC #ED 052 757).

685 Harvey, James. "The Higher Education Community and Federal Legislation." ERIC Higher Education Research Currents, Dec., 1975.

686 McNamara, William. "Exorcising HEW." Change, 7(7): 47-48, 63, September, 1975.

687 "NEA Calls for NLRA Coverage of Public Employees, Not Separate Law." 1975-GERR-631: B-6 to B-11.

LEGISLATION - FEDERAL (cont'd.)

688 Perelson, Stephen. "Federal Legislation for Public Employees, A Union Perspective." NCSCBHE, Annual Conference Proceedings, 3d., ed. by T. M. Mannix, 1975.

689 "Professor Sees Bargaining Laws Threatening Sovereignty." 1975-GERR-591: AA-1 to AA-5.

690 "Public Sector Bargaining Conference Forsees Federal Law." 1975-GERR-588: AA-8 to AA-10.

691 Shannon, Thomas A. Significant Legislation Trends in Negotiations: Federal Law--State Law--No Law Situations. Phoenix, Arizona: Annual Conference of The Association of School Business Officials, 1969.

692 Sharpe, Daniel. "Collective Bargaining by University and College Faculties Under The National Labor Relations Act." Ohio State Law Journal, 36(1): 71-, 1975.

693 "State Lawmakers Meet to Consider Public Employee Bargaining." 1975-GERR-598: B-9 to B-17.

694 Steinbach, Sheldon. "Federal Legislation for Public Employees, A Management Perspective." NCSCBHE, Annual Conference Proceedings, 3d., ed. by T. M. Mannix, 1975.

695 Thompson, Frank, Jr. "The U. S. Congress and Public Employee Legislation." NCSCBHE, Annual Conference Proceedings, 3d., ed. by T. M. Mannix, 1975.

696 "Usery and Kheel Vent Views on Future of Public Employee Bargaining." 1975-GERR-592: B-6 to B-9.

697 "Usery on Federal Collective Bargaining." Labor Relations Reporter - News and Background Information, 89: LRR, 86-87, May 26, 1975.

LEGISLATION - STATE

698 Academic Collective Bargaining Information Service. Analysis of Legislation in 23 States Enabling Collective Bargaining in Higher Education. Special Report #17, Washington, D. C., ACBIS, March, 1975. (ERIC #ED 104 230).

699 Academic Collective Bargaining Information Service. Resources for Shaping Collective Bargaining Laws to Meet The Special Needs of Higher Education. Special Report #18, Washington, D. C.: ACBIS, March, 1975. (ERIC #ED 104 232).

700 Academic Collective Bargaining Information Service. Suggested Inclusions in State Legislation for Higher Education Institutions Which Wish to Name The Board of Governors as Employer. Special Report #14, Washington, D. C.: ACBIS, February, 1975. (ERIC #ED 102 921).

701 Academic Collective Bargaining Information Service. Suggested Inclusions in State Legislation for Higher Education Institutions Which Wish to Name The Chief Executive Officer as Employer. Special Report #15, Washington, D. C.: ACBIS, Feb., 1975. (ERIC #ED 104 195).

702 "Attorneys General in Three States Clarify Public Bargaining." 1974-GERR-581: B-13 to B-14.

703 Dudra, Michael, ed. Collective Negotiations in Education - Progress and Prospects - A Symposium. 7th. Loretto, Pa.: Graduate Program in Industrial Relations, November, 1974. (ERIC #ED 105 662 - microfiche only). (Pennsylvania Public Employee Relations Act) (Pennsylvania).

704 Education Commission of The States. An Index to The Education Amendments of 1974: A Report to The States. Denver, Colo.: ECS, 1975.

705 Emmet, Thomas A. and Doris Ross. 1975 Legislative Activity Progress Report on Post Secondary Collective Negotiations Bills. Special Report #21. Washington, D. C.: Academic Collective Bargaining Information Service, April, 1975.

LEGISLATION - STATE (cont'd.)

706 Emmet, Thomas. Post Secondary Public Employment Legislation Revised Status Report. Special Report #4. Washington, D. C.: Academic Collective Bargaining Information Service, August, 1974.

707 "Experts Advise State Lawmakers on Bargaining." Higher Education Daily, 3: 1, Mar. 21, 1975.

708 Gorman, Robert A. "State Bargaining Legislation. Report of The Subcommittee on State Collective Bargaining Legislation Affecting Higher Education." AAUP Bulletin. 60(3): 331-340, Sept., 1974.

709 Prasow, Paul. Understanding The Rodda Act (SB 160): The Statute on Meeting and Negotiating in Public Educational Employment. Los Angeles, Cal.: Institute of Industrial Relations, UCLA, 1975.

710 Roby, Roy H. Identification, Analysis and Comparison of The Opinions of Groups of Selected State Leaders in Education Concerning Collective Bargaining Statutes in Twenty-Nine States. Ph.D. Dissertation, University of Southern Mississippi, Hattiesburg, Miss., 1974.

711 Semas, Philip W. "College-Level Bargaining Spurred by State Laws." Compact, 8(4): 11-12, July-Aug., 1974.

712 Semas, Philip W. "Laws on Faculty Bargaining." The Chronicle of Higher Education, 10(6): 1, 8, March, 1975.

713 Semas, Philip W. "Where Bargaining Laws Stand in 7 States." The Chronicle of Higher Education, 10(21): 9, September, 1975.

714 "Summary of State Labor Laws." 1975-GERR-51: 501-523.

LEGISLATION - CALIFORNIA

715 "Public School Employees: Bargaining Rights." Labor Relations Reporter - State Labor Laws, Suppl. 426, SLL,14:245-361, October 20, 1975.
Public educational employer-employee relations act, extending organization, representation, and collective bargaining rights to public school employees (including community colleges).

LEGISLATION - COLORADO

716 "Bill for Due Process Won in Colorado." NEA Advocate, 8, Sept., 1975.

LEGISLATION - INDIANA

717 "Indiana Public Employee Bargaining Law Bans Strikes, Widens Scope of IEERB." 1975-GERR-605: B-9 to B-13.

LEGISLATION - MAINE

718 "University Employees: Bargaining Rights." Labor Relations Reporter - State Labor Laws, 420-SLL, 29: 222m - 222v.
Full text of the University of Maine Labor Relations Act extending collective bargaining rights to university employees.

LEGISLATION - MARYLAND

719 "Public Employee Bargaining Examined In Maryland." 1974-GERR-586: B-9 to B-13.

LEGISLATION - MONTANA

720 "Public Employees: Right to Bargain Collectively. Labor Relations Reporter - State Labor Laws, 416-SLL, 36: 219-224, June 2, 1975.

LEGISLATION - NEW HAMPSHIRE

721 "New Hampshire Extends Bargaining Rights to All Public Employees." 1975-GERR-614: B-1 to B-5.

LEGISLATION - NORTH CAROLINA

722 "Constitutionality of North Carolina's No-Bargaining Statute Is Upheld." 1974-GERR-585: B-1 to B-3.

LEGISLATION - PENNSYLVANIA

723 "Special Joint Committee Reviews Pennsylvania Public Sector Bargaining Law." 1975-GERR-587: B-7 - B-10, E-1, F-1.

724 "Workings of State Bargaining Law Examined at Pennsylvania Conference." 1974-GERR-583: B-15 - B-21.

LEGISLATION - VIRGINIA

725 "Public Employee Bargaining Bill Rejected by Virginia Commission." 1974-GERR-583: B-23.

LEGISLATION - WASHINGTON

726 Washington State Legislature Joint Committee on Higher Education. Collective Bargaining; Professional Negotiations. Olympia, Washington: Washington State Legislature, 1973.

LIBRARIANS

727 "ACRL Says Librarians Are Faculty for Bargaining. Higher Education Daily, 3: 3, Aug. 26, 1975.

728 American Library Association. Faculty Status for Academic Librarians: A History and Policy Statements. Chicago, ALA, October, 1975.

729 Guyton, T. L. Unionization: The Viewpoint of Librarians. Chicago: American Library Association, 1975.

LIBRARIANS (cont'd.)

730 Schlacter, G. A. Professional Librarians' Attitudes Toward Professional and Employee Associations is Revealed by Academic Librarians in Seven Midwestern States. Ph.D. Dissertation, University of Minnesota, Minneapolis, Minn., 1971.

731 Weatherford, John. "Librarians in Faculty Unions" Library Journal, 2443-2446, October 1, 1974.

732 Weatherford, John. "Participatory Something or Other Through Bargaining." Library Journal, 100(9): 823-5, May 1, 1975.

733 Weatherford, John. "Professional Associations and Bargaining Agents." Library Journal, 99-101, January 15, 1975.

NEGOTIATIONS

734 Howe, Ray A. "The Conduct of Negotiations." Community and Junior College Journal, 44(4): 12-14, December/January, 1974-75.

735 Nierenberg, Gerard I. Fundamentals of Negotiating. New York: Hawthorn Books, 1973.

NLRB (NATIONAL LABOR RELATIONS BOARD)

736 Abodeely, John E. The NLRB and The Appropriate Bargaining Unit. Phila., Pa.: The Wharton School, Industrial Research Unit, University of Pennsylvania, 1975.

737 "Approval of NLRB's Deferral to Arbitration Despite Employer's Alleged Union Animus." Labor Relations Reporter - Analysis, 90: LRR, 41-44, November 10, 1975.

738 "Employer Bargaining Obligation; 'Dealing' With Faculty Senate as 'Bypass' of Bargaining Representative." Quarterly Report of General Counsel NLRB. 7-9, Dec. 5, 1975.

739 Finkin, Matthew W. "The NLRB in Higher Education." University of Toledo Law Review. 5(3): 608-655, Spring, 1974.

740 Menard, A. P. and N. DiGiovanni, Jr. "NLRB Jurisdiction Over Colleges and Universities: A Plea for Rulemaking." William and Mary Law Review, 16: 599-619, Spring, 1975.

741 "NLRB Consideration of Intern, Resident Status." Labor Relations Reporter - News and Background Information, 90: LRR - 75-77, Sept. 15, 1975.

742 "NLRB Rules on Three College Bargaining Issues." Higher Education Daily, 3: 5, July 28, 1975.

743 "Report on Case-Handling Developments at NLRB." Labor Relations Reporter - News and Background Information, 90: LRR, 2-8, Sept. 1, 1975.
Collyer deferral policy discussed, re: arbitrability of subject matter not literally covered by contract.

744 Sabol, G. G. "NLRB's Assertion of Jurisdiction Over Universities." University of Pittsburgh Law Review, 32: 416-429, Spring, 1971.

NLRB DECISIONS - ALABAMA

745 Tuskegee Institute, Tuskegee, Ala., (15-RC-5676; 221 NLRB No. 150, Dec. 2, 1975). Weekly Summary of NLRB Cases. W-1472, 18-19, Dec. 10, 1975.

NLRB DECISIONS - CANADA

746 Carleton University Academic Staff Association and Carleton University. (Ontario Labour Relations Board, File No. 7435-74-R, April 4, 1975). (On file NCSCBHE, 11 pp.).
Determination of appropriate bargaining unit, history of election and status of employer-employee groups.

747 Carleton University Academic Staff Association and Carleton University and Employees. (Ontario Labour Relations Board, File No. 7435-74-R, June 18, 1975). (On file NCSCBHE, 21 pp.).
Issue determined is whether department chairmen are properly included within the bargaining unit.

748 Notre Dame University of Nelson. (Labour Relations Board of British Columbia, March 27, 1973). (On file NCSCBHE, 1 p.).
Certification of unit for collective bargaining.

749 Saint Mary's University and SMU Faculty Union. (Labor Relations Board, Nova Scotia, L. R. B. No. 2056, April 25, 1974. (On file NCSCBHE, 2 pp.).
Board certifies SMU Faculty Union as bargaining agent and identifies appropriate unit.

750 University of Manitoba and UM Faculty Association and A Group of Objecting Employees. (Manitoba Labour Board, Certificate No. MLB-2786, File #U-10-30, November 15, 1974). (On file NCSCBHE, 4 pp.).
Appropriate unit determined.

NLRB DECISIONS - COLORADO

751 Board of Trustees of The Memorial Hospital of Fremont County, Wyoming, doing business as Bishop Randall Hospital, et al. v. NLRB. (U. S. Court of Appeals Tenth Circuit, Denver, No. 75-1585, September 10, 1975.); Labor Relations Reporter. Decisions of The Courts, 90: LRRM, 2337-2339, Sept. 29, 1975.

Federal district court lacks jurisdiction of action by "county memorial hospital" to enjoin NLRB from conducting representation election among hospital employees.

752 Midwest Business College, Inc.: Barnes Business College, Denver Division, Denver, Colo., (27-RC-5072, July 30, 1974). Weekly Summary of NLRB Cases. W-1445, 45, Aug. 13, 1975.

All....teaching personnel shall vote for representation by Colorado Federation of Teachers, AFT, or for no representation.

NLRB DECISIONS - CONNECTICUT

753 Mitchell College and Mitchell College Faculty Federation of Teachers, Conn. State Federation, AFT, AFL-CIO. (Case No. 1-RC-13344, July 15, 1974). (On file NCSCBHE, 3 pp.).

Direction of election, bargaining unit stipulated.

754 Quinnipiac College, Hamden, Conn. (1-RC-13716). Weekly Summary of NLRB Cases, W-1440: 20, April 30, 1975.

Full-time faculty members, including athletic department faculty members, librarians, counselors and clinical coordinators shall vote for representation or for no representation.

755 University of New Haven. (Case No. 1-RC-13967.); Weekly Summary of NLRB Cases, W-1465: 31, October 22, 1975.

All full-time faculty members, including department chairmen, coordinators, associate deans, and the grants officer shall vote for representation by University of New Haven Faculty Federation, ...or for no representation.

NLRB DECISIONS - D. C.

756 "NLRB to Reconsider Jurisdiction Over Howard." The Chronicle of Higher Education, II(13): 2, December, 1975.

NLRB DECISIONS - FLORIDA

757 "NLRB Designates Bargaining Units for Faculty at University of Miami." (University of Miami and University of Miami Chapter, American Association of University Professors, et al., National Labor Relations Board, Sept. 27, 1974). Negotiations Research Digest. 8(8): 12, April, 1975.

758 University of Miami and University of Miami Chapter, AAUP and Law Faculty Association. (Case Nos. 12-RC-4520 and 4530, September 27, 1974, 213 NLRB No. 64). Labor Relations Reporter, 87: LRRM, 1634-1642.

University faculty are professional employees under LMRA and entitled to vote for or against collective bargaining representation.

NLRB DECISIONS - MASSACHUSETTS

759 Boston University. "Union Access to Financial Information." NACUBO, 8(1): 7, July, 1974.

760 Emerson College. (Case No. 1-RC-13784.); Weekly Summary of NLRB Cases, W-1443: 20, May 21, 1975.

All full-time teaching members, including department chairmen shall vote for representation by Emerson Chapter of AAUP or for no representation.

761 Huang v. College of The Holy Cross. (U. S. District Court, District Court, Dist. of Mass., No. 75-1960-J, May 29, 1975). Labor Relations Reporter - Fair Employment Practice Case, 10: FEP Cases, 968-971.

Oriental-American professor, denied tenure and terminated by college, has failed to show reasonable probability that he will prevail on merits.

NLRB DECISIONS - MASSACHUSETTS (cont'd.)

762 Northeastern University, Boston, Mass. and Northeastern University Faculty Organization, a/w National Education Assn. (Case No. 1-RC-13190, June 5, 1975, 218 NLRB No. 40.); Labor Relations Reporter - Decisions of NLRB 89: LRRM, 1862-1874.

University's faculty senate is not "labor organization" within meaning of LMRA.

763 Northeastern University, Boston, Mass. (1-RC-13190; 218 NLRB No. 40). Weekly Summary of NLRB Cases. W-1446, 18-19, June 11, 1975.

Direction of election by Board.

764 Semas, Philip W. "NLRB's Jurisdiction Upheld." (Wentworth College). The Chronicle of Higher Education, 10(9): 1, 8, April, 1975.

765 Trustees of Boston University. (Case No. 1-RC-13564.); Weekly Summary of NLRB Cases, W-1440: 20, April 30, 1975.

All full-time teaching members at Boston University shall vote for representation by Boston University Chapter, AAUP, or for no representation.

NLRB DECISIONS - MICHIGAN

766 Marquette General Hospital, Inc., Marquette, Mich. and Michigan Council 55, AFSCME. (Case No. 30-RC-2517, June 20, 1975, 218 NLRB No. 105.); Labor Relations Reporter. 89: LRRM, 1459-1460.

Hospital's on-call employees are included in unit of regular employees in view of their substantial community of interest with other unit employees.

767 Michigan Education Association. (Case No. 7-RC-13023.); Weekly Summary of NLRB Cases, W-1464: 26, October 15, 1975.

All state group executive directors and staff employees shall vote for representation by Professional Staff Assn., or for no representation.

768 University of Detroit and University of Detroit AAUP and University of Detroit Society of Professors, NEA. (Case No. 7-RC-11698, March 7, 1974). (On file NCSCBHE, 3 pp.).

NLRB determines appropriate unit and clarifies briefs filed by NLRB Regional Director, Intervenor and Employer regarding challenged ballots.

NLRB DECISIONS - NEW JERSEY

769 Stevens Institute of Technology, The Trustees of The, Hoboken, N. J. (22-RC-6347.); Weekly Summary of NLRB Cases, W-1440: 23, April 30, 1975.
All full-time members of the regular faculty, including professors, associate professors, assistant deans, and regular faculty members presently engaged as visiting faculty members at other institutions of higher learning shall vote for representation by Stevens Chapter, AAUP, or for no representation.

770 The Trustees of Princeton University. (Case No. 22-RC-6369.); Weekly Summary of NLRB Cases, W-1449: 43, July 2, 1975.
All librar; employees, including part-time employees at the campus and the Forrestal Center shall vote for representation by Princeton University Library Assistants' Assn., AFSCME, or for no representation.

NLRB DECISIONS - NEW YORK

771 The Cooper Union for The Advancement of Science and Art and Cooper Union Federation of College Teachers, NEA/AFT. (Case No. 2-RC-164, October 24, 1974.); (On file NCSCBHE, 2 pp.).
Bargaining election certified and unit determined.

772 Fordham University, Bronx and Local Independent Union. (Case No. N. Y. 02-RC-16383.); NLRB Election Report, ER-159: 25, May 19, 1975.
Local Independent Union (480 eligible in unit) loses election.

773 Mercy College, Dobbs Ferry, N. Y. and Mercy College Faculty Council. (Case No. 2-CA-13565, July 11, 1975, 219 NLRB No. 5.); Labor Relations Reporter. Decisions of National Labor Relations Board. 90: LRRM, 1179-1180, Sept. 22, 1975.
Employer violated LMRA by refusing to bargain with newly certified union.

774 New York University, New York, N. Y. (2-RC-16788; 221 NLRB No. 176, Dec. 16.); Weekly Summary of NLRB Cases, W-1474, 18-19, Dec. 24, 1975.
Directions of elections by Board.

NLRB DECISIONS - NEW YORK (cont'd.)

775 New York University Medical Center, A Division of New York University. (Case No. 2-RC-16607; 217 NLRB No. 116.); Weekly Summary of NLRB Cases, W-1440: 16, April 30, 1975.

Board dismissed petition of Association of Staff Psychiatrists seeking to represent a unit of psychiatrists at The Bellevue Hospital Center.

776 Niagara University. (Case No. 3-RC-6410.); Weekly Summary of NLRB Cases, W-1465: 31, October 22, 1975.

All full-time lay teaching faculty, including department chairmen, sahll vote for representation by Niagara University Lay Teachers Assn., or for no representation.

777 Rensselaer Polytechnic Institute, Troy, N. Y. (3-RC-6221; 218 NLRB No. 220, June 30.); Weekly Summary of NLRB Cases, W-1451: 42-43, July 16, 1975.

Board resolved several unit determination issues.

778 St. John's University Chapter of AAUP. (Case No. 29-CB-1858, February 10, 1975.); (On file NCSCBHE, 2 pp.).

Whether AAUP violated NLRA with respect to scope of bargaining, faculty representation on Board of Trustees, selection of presidents and deans and administrative responsibilities.

779 Trocaire College and Trocaire Staff Association. (Case No. 3-RC-6042, July 18, 1974.);(On file NCSCBHE, 6 pp.).

Direction of election, certification of bargaining unit.

780 Yeshiva University, New York, N. Y. (2-RC-16662; 221 NLRB No. 169, Dec. 5, 1974.); Weekly Summary of NLRB Cases, W-1473, 14-15, Dec. 17, 1975.

Board directed election in a unit of eligible employees, excluding faculty at Albert Einstein College of Medicine, and others.

NLRB DECISIONS - PENNSYLVANIA

781 Presseisen v. Swarthmore College et al. (U. S. District Court, Eastern District Pennsylvania, No. 74-1313, December 13, 1974). Labor Relations Reporter, 10: FEP Cases, 1039-1043.
Applicability of Title VII of the Civil Rights Act of 1964.

782 Robert Morris College and Robert Morris College Organizing Committee of The Pennsylvania Federation of Teachers, AFT, AFL-CIO. (Case No. 6-UC-101, April 15, 1975.); (On file NCSCBHE, 7 pp.).
Clarification of bargaining unit formerly stipulated in Case No. 6-RC-6787) concerning librarians, design and media specialists.

783 St. Francis College and St. Francis College Education Association, PSEA/NEA. (Case No. 6-RC-7000.); Weekly Summary of NLRB Cases, W-1433: 24, March 12, 1975.
All full-time faculty members, including department chairmen, librarians and the Director of The Counseling Center shall vote for representation by St. Francis College Education Assn. or for no representation.

NLRB DECISIONS - SOUTH DAKOTA

784 Board of Regents of South Dakota v. Carter. (South Dakota Supreme Court, Nos. 11310, 11312, 11313, 11323, April 25, 1975). Labor Relations Reporter - Decisions of The Courts, 89: LRRM, 2216-2224.
State board of regents has power to hire independent attorney in its action against labor organizations and State Labor Commissioner.

NLRB DECISIONS - VERMONT

785 Goddard College, Plainfield, Vt. and AFT, AFL-CIO. (Case No. 1-RC-13261, Feb. 4, 1975, 216 NLRB No. 81.); Labor Relations Reporter - Decisions of NLRB, 88: LRRM 1228-1231.
Case outlines bargaining unit, mandates separate unit of part-time employees.

NLRB DECISIONS - VERMONT (cont'd.)

786 Goddard College, Plainfield, Vt. and Union. (Case No. Ver. 01-RC-13261.); NLRB Election Report, ER-160: 18, June 19, 1975.
Vote for collective bargaining.

787 "NLRB Denies U. of Vermont Professors Appeal." Higher Education Daily, 3: 2, Mar. 14, 1975.

788 "NLRB Orders Election at Goddard College." Higher Education Daily, 3: 4, Feb. 18, 1975.

NLRB DECISIONS - WISCONSIN

789 Northland College, Ashland, Wisconsin. (18-RC-10489, June 2, 1974.); Weekly Summary of NLRB Cases, W-1446, 39, June 11, 1975.
All professional employees....shall vote for representation by Northland College Faculty Senate, or for no representation.

PERB DECISIONS - HAWAII

790 "No Per Capita Dues From Hawaii College Service Fees." (Case No. SF-07-29, Feb. 11, 1975). 1975-GERR-599: B-9 to B-10.
University of Hawaii Professional Assembly cannot pass on per capita dues from service fees to its two parent organizations, NEA and AAUP.

PERB DECISIONS - MICHIGAN

791 "Faculty Clerks at Michigan Campuses Join AAUP and UAW." 1975-GERR-601: B-19.

792 "Inclusion of Part-Time Faculty in Bargaining Unit of Full-Time Faculty Permissible." (Kirtland Community College and Kirtland Community College Faculty Assoc., Michigan Employment Relations Commission, Nov. 15, 1974). Negotiations Research Digest. 8(7): 9, March, 1975.

PERB DECISIONS - MICHIGAN (cont'd.)

793 "Representation Petition for Inadequate Showing of Interest." (Gogebic Community College and Michigan Association of Higher Education, Michigan Employment Relations Commission, Oct. 31, 1974). Negotiations Research Digest. 8(10): 7-8, June, 1975.

PERB DECISIONS - MINNESOTA

794 University of Minnesota Board of Regents, et al.; Minnesota Bureau of Mediation Services. (Case Nos. 73-PR-571-A, 74-PR-59-A, 74-PR-66-A, and 74-PR-93-A.); 1975-GERR-589: B-3 to B-5.
In decision which reverses order by PERB, state district court judge holds that faculty members at seven state colleges must bargain as one unit.

PERB DECISIONS - NEW HAMPSHIRE

795 "New Hampshire Professors Exempt from Public Collective Bargaining." Higher Education Daily, 3: 4, Aug. 11, 1975.

PERB DECISIONS - NEW JERSEY

796 Bergen Community College and Bergen Community College Adult Center Faculty Assn. (Docket No. RO-1017, June 20, 1975.); 1975-GERR-616: C-4.
Association is certified as representative of all professional staff including instructors, counselors, curriculum coordinator, and follow-up coordinator employed by adult learning center.

797 County College of Morris and Faculty Assn. County College of Morris, affiliated with New Jersey Education Assn. (Docket No. AC-13 to amend RO-857, April 21, 1975).
Commission amends certification to reflect fact that Faculty Association has affiliated with NJEA.

PERB DECISIONS - NEW JERSEY (cont'd.)

798 "PERC Issues New Rulings on Bargaining Scope, Timetable, and Unfair Practices." 1975-GERR-595: B-4 to B-6.

PERB DECISIONS - NEW YORK

799 Columbia-Greene Community College, AFSCME. (Case No. C-1138, April 22, 1975.); PERB News, 8(5): 5, May, 1975.
Sufficient evidence for certification without election.

800 County of Suffolk (Suffolk County Community College) and Faculty Assn. of Suffolk County Community College, NYSUT. (PERB Case No. 74-118, Mar. 31, 1975.); 1975-GERR-619: C-3.
Arbitrator finds employer violated contract between parties when it did not credit grievant with sick leave while on sabbatical leave.

801 "Different Working Conditions Unjustifiable for Separate Bargaining Units." (Warren County and Washington County Adirondack Community College and Adirondack Community College Faculty Assoc., Public Employment Relations Board, Sept. 4, 1974). Negotiations Research Digest, 8(7): 10-11, Mar., 1975.

802 Faculty Assn. of The Community College of The Finger Lakes and County of Ontario. (Case No. U-1243, July 1, 1975.); 1975-GERR-629: C-4.
PERB upholds decision of Hearing Officer dismissing county's charges that association refused to negotiate in good faith. Officer also dismissed countercharges by association that county insisted upon mediation without first exhausting direct negotiations.

803 Genesee Community College and SEIU and Genesee Faculty Association. (Case Nos. C-1014 and C-1048, Jan. 9, 1975.); 1975-GERR-594: C-2.
Board certifies Genesee Faculty Assn. as faculty representative of all full-time teaching faculty, division chairmen, librarians, counselors, and administrative staff.

PERB DECISIONS - NEW YORK (cont'd.)

804 Genesee County and Genesee Community College and SEIU Local 227 and Genesee Faculty Association. (Case Nos. C-1014 and C-1048, November 7, 1975.); 1975-GERR-607: C-5.
Board's acting director of representation agrees with position of Genesee Faculty Association that over-all unit of full-time faculty and administrative personnel "is the most appropriate unit for bargaining purposes."

805 Schenectady County Community College and Schenectady County Community College Faculty Assn. (Case No. C-1223, May 13, 1975.); 1975-GERR-612: C-5.
Board certifies association as representative of instructor I and II, assistant to director EOC, assistant instructor, assistant counselor, senior counselor, and counselor.

PERB DECISIONS - OREGON

806 Oregon State Employees Association v. Oregon College of Education, et al. (Case Nos. C-277, C-619, C-326, C-375, and C-230, December 16, 1974.); 1975-GERR-591: B-7 to B-9. Also in Negotiations Research Digest, 8(8): 10-11, April, 1975.
Faculty members at Oregon's seven colleges and universities, as well as medical and dental schools, should be represented by individual collective bargaining units instead of statewide unit.

PERB DECISIONS - PENNSYLVANIA

807 Bucks County Community College (Board of Trustees). (Case No. PERA-R-5814-E, March 14, 1975.); 1975-GERR-603: C-7.
Board denies Pennsylvania Federation of Teachers certification to represent all secretarial and clerical employees, technicians, and custodial employees.

808 Temple University of The Commonwealth System of Higher Education (Woodhaven Center). (Case No. PERA-R-6633-E, July 10, 1975.); 1975-GERR-616: C-7.
By vote of 73 to 3, Philadelphia Federation of Teachers Local 3 is certified as representative of all full-time and regular part-time professional employees at center.

PERB DECISIONS - WISCONSIN

809 AFT and Western Wisconsin Technical Institute. (Case II, No. 17439 MP-306, Decision No. 12355-B, August 2, 1974.); 1975-GERR-590: C-8.
Sustaining AFT's charge, Commission finds employer did attempt to sway election outcome by sending letters to employees.

PERSONNEL RELATIONS

810 Anderson, B. R. "Adjunct Faculty Deserve a Better Deal." Change, 7(7): 8,64, September, 1975.

811 Branam, Robert D. "Personnel Policies and Federal Concerns." Journal of The College and University Personnel Association, 26(4): 26-33, Oct./Nov., 1975.

812 Groty, C. Keith. "Better Academic Personnel Administration Need Not Wait for Collective Bargaining." Journal of The College and University Personnel Association. 25(2): 90-91, Apr., 1974.

813 Schein, E. H. "Changing Role of The Personnel Manager." Journal of The College and University Personnel Association, 26(3): 14-19, July/August, 1975.

314 Steiner, Stuart. "The Dean's Participation: Necessity or Lunacy?" New Directions For Community Colleges, 3(11): 51-58, Autumn, 1975.

PROFESSIONALISM

815 Bunzel, John H. "The Eclipse of Confidentiality." Change, 7(8): 30-33, October, 1975.
(Response to above: Letters 7(10): 6, Dec.-Jan., 1975-76).

816 Cohen, Arthur M. "Defining Faculty Responsibility: The Individual and his Profession." Community College Review, Winter, 1974.

PROFESSIONALISM (cont'd.)

817 Devries, David L. "The Relationship of Role Expectations to Faculty Behavior." Research in Higher Education, 3(2): 111-129, 1975.

818 Fenker, R. M. "The Evaluation of University Faculty and Administrators: A Case Study." The Journal of Higher Education, 46(6): 665-686, Nov./Dec., 1975.

819 Rickman, Paul. "Faculty-Board Relations." Community and Junior College Journal. 44(4): 29-30, December/January, 1974-75.

820 Simpson, Stephen Thomas. Faculty Professionalism in Academic Collective Bargaining Agreements. Ed.D. Dissertation, Indiana University, Bloomington, Indiana, 1973.

821 Taylor, Jean L. and Myron Lieberman. "Who's a Pro?" Phi Delta Kappan, 56(5): 363-365, January, 1975.

822 "Thompson Says Education Policy Not A Bargaining Matter." Higher Education Daily, 3: 1, Jan. 28, 1975.

823 Wotruba, T. R. and P. L. Wright. "How to Develop a Teacher-Rating Instrument: A Research Approach." The Journal of Higher Education, 46(6): 623-652, Nov./Dec., 1975.

824 Zeller, Belle, et al. "Faculty Collective Bargaining: The End of Professionalism--or The Road to Effective Education." Change, 7(2): 48-50, Mar., 1975.

PUBLIC SECTOR LABOR RELATIONS

825 Academic Collective Bargaining Information Service. Scope of Public Sector Bargaining in 14 Selected States. Special Report #25. Washington, D. C.: ACBIS, Nov., 1975.

826 Bilik, Albert. "Public Employee Unionism is Here to Stay." Journal of The College and University Personnel Association, 25(2): 99-103, Apr., 1974.

PUBLIC SECTOR LABOR RELATIONS (cont'd.)

827 Chanin, Robert H. "The Case for a Collective Bargaining Statute for Public Employees." Phi Delta Kappan, 57(2): 97-100, Oct., 1975.

828 "Indiana University Gets Grant to Create Information Center." 1975-GERR-588: B-17.

829 James, Tom. "The States Struggle to Define Scope of Teacher Bargaining." Phi Delta Kappan, 57(2): 94-96, Oct., 1975.

830 Jascourt, Hugh. "Public Sector Labor Relations in 1974." Labor Law Journal. 26(5): 312-, 1975.

831 Lieberman, Myron. "Neglected Issues in Federal Public Employee Bargaining Legislation." Phi Delta Kappan, 57(2): 101-105, Oct., 1975.

832 U. S. Department of Labor. Understanding Fact-Finding and Arbitration in The Public Sector. Washington, D. C., U. S. Government Printing Office, 1975.

833 U. S. Department of Labor. Understanding Grievance Arbitration in The Public Sector. Washington, D. C., U. S. Government Printing Office, 1975.

RETRENCHMENT

834 Academy for Educational Development. Higher Education with Fewer Teachers. New York: Academy for Educational Development, 1972.

835 "AFSCME, NEA Form Mass. 'CAPE' to Fight Layoffs." 1975-GERR-592: B-19.

836 "Bayard Rustin on Seniority." Labor Relations Reporter - News and Background Information, 89: LRR, 77-78, May 26, 1975.

837 Boulding, Kenneth E. "The Management of Decline." Change, 7(5): 8-9, 64, June, 1975.

RETRENCHMENT (cont'd.)

838 "Effects of Layoff Economy on Minority Labor Gains." Labor Relations Reporter-News and Background Information, 89: LRR, 103-106, June 2, 1975.

839 Furniss, W. Todd. "Retrenchment, Layoff, and Termination." Educational Record, 55: 159-170, Summer, 1974.

840 Glenny, Lyman A. "Nine Myths, Nine Realities: The Illusions of Steady State." Change, 6(10): 24-29, December-January, 1974-75.

841 Lombardi, John. "When Faculties are Reduced." Change, 6(10): 55-56, December-January, 1974-75.

842 Lunstrum, John P. "Faculty Retraining in Florida State Universities." Phi Delta Kappan, 56(7): 465-466, March, 1975.

843 Magarrell, Jack. "Maryland Faculty Is Torn by a 'Modest Proposal'." The Chronicle of Higher Education, 10(14): 3, May, 1975.

844 Magarrell, Jack. "Slowdown in Shippensburg." (Pa.) The Chronicle of Higher Education, 10(18): 3, July, 1975.

845 Magarrell, Jack. "Some Top Universities Retrenching." The Chronicle of Higher Education, 9(18): 3, February, 1975.

846 Semas, Philip W. "Rutgers Puts 94 on Notice." The Chronicle of Higher Education, 11(13): 10, December, 1975.

847 "Termination of Faculty Appointments Because of Financial Exigency, Discontinuance of a Program or Department, or Medical Reasons." AAUP Bulletin, 60: 411-413, Winter, 1974.

848 Tucker, John C. "Financial Exigency-Rights, Responsibilities, and Recent Decisions." The Journal of College and University Law, 2(2): 103-114, Winter, 1974-1975.

SALARIES

849 Birnbaum, Robert. "Unionization and Faculty Compensation." Educational Record 557(1): 29-33, Winter, 1974.

850 "Collective Bargaining Practices: Cost of Living Increases." Nation's Schools and Colleges, 2(4): 15, Apr., 1975.

851 "The Continuing Confrontation: Salary Freezes and Budget Cuts." NEA Advocate, 7, Sept., 1975.

852 "Faculty Salaries Shown Rising." Higher Education Daily, 3: 6, Feb. 12, 1975.

853 "Faculty Salary And Tenure Tables." Higher Education Daily Supp.: 3, Feb. 12, 1975.

854 Gram, Christine. Impact of Collective Bargaining on Faculty Salary Structures in Michigan Community Colleges. Ph.D. Dissertation, University of Michigan, Ann Arbor, Michigan, 1972.

855 Kieft, Raymond N. "Salary Equity Adjustments: For Whom and How Much?" Journal of the College and University Personnel Association, 26(3): 28-32, July/August, 1975.

856 Loren, P.B., and J.M. Elliot. "Teacher Salaries and the U.S. Economy." Phi Delta Kappan, 56(8): 546-547, April, 1975.

857 Mueller, Willard F. "University of Wisconsin-Madison Faculty Compensation in the 1975-77 Biennium." (AFT) United Faculty Newsletter, Sept., 1975.

858 "New Salary Rates Set for University of Wisconsin, MATC Instructors." 1975 - GERR - 621: B-18.

859 "Professors Group to Develop 'Salary Kit'." Higher Education Daily, 3: 2, Feb. 13, 1975.

860 Semas, Philip W. "Campus Salary Freezes Voted by 3 Legislatures." The Chronicle of Higher Education, 10(20): 6, August, 1975.

861 Semas, Philip W. "Georgia Told to Pay Faculty Increases." The Chronicle of Higher Education, 11(14): 7, Dec., 1975.

SALARIES (cont'd.)

862 "Two Steps Backward: Report on the Economic Status of the Profession, 1974-75." AAUP Bulletin, 61(2): 118-199, Aug., 1975.

863 "U. of Michigan Clericals Gain 7 Percent Raise Under First Pact." 1975 - GERR - 622: B-18.

864 Van Fleet, David D., and B.D. Stone, Jr. "Progression Curves in Salary Administration for Colleges and Universities." Journal of the College and University Personnel Association, 26(3): 20-27, July/Aug., 1975.

STRIKES

865 Begin, James P., Theodore Settle, and Paula Alexander. Academics on Strike. Rutgers, N.J.: Rutgers, State University of New Jersey, Institute of Management and Labor Relations, 1975.

866 Braun, Robert J. "The New Jersey Teachers Strike." Change, 7(2): 24-27, March, 1975.

867 "Chicago College Faculty Ratifies Pact; Swenson Released." 1975 - GERR - 625: B-16 to B-17.

868 "Discharge of Striking Lake Michigan Professors Upheld." 1975 - GERR - 622: B-4.

869 "Dunlop Opposes Teacher Strikes: Ford Welcomes NEA to White House." 1975 - GERR - 604: B-17 to B-18.

870 "Faculty Strike Ends at Penn. College." The Chronicle of Higher Education, 10(9): 8, April, 1975.

871 "Low Salaries Cause of Strike by U. of Michigan Graduate Workers." 1975 - GERR - 594: B-16.

872 Lozier, G. Gregory. "Changing Attitudes Toward the Use of Strikes in Higher Education." Journal of the College and University Personnel Association, 25(2): 41-48, Apr., 1974.

873 "MERC Says Strikes Are Not Violations of Union's Bargaining Obligation." 1975 - GERR - 592: B-12 to B-15.

STRIKES (cont'd.)

874 "Montana Supreme Court Affirms Public Employees' Right to Strike." 1975 - GERR - 590: B-7 to B-9.

875 "New Jersey College Teachers End Strike (State Colleges.)" Educator's Negotiating Service, 79-80, Jan. 1, 1975.

876 "No Settlement in N.J. Colleges, But Professors Teaching Again." 1975 - GERR - 595: B-22.

877 Semas, Philip W. "Faculty Strikes Settled." The Chronicle of Higher Education, 11(2): 5, Sept., 1975.

878 Semas, Philip W. "Faculty Walkouts." The Chronicle of Higher Education, 9(15): 2, Jan., 1975.

879 Semas, Philip W. "4 Faculties on Strike." The Chronicle of Higher Education, 11(1): 10, Sept., 1975.

880 "Strike Hits Eight Public Colleges in New Jersey." 1974 - GERR - 582: B-17.

881 "Teaching Aides End Strike at University of Michigan." 1975 - GERR - 598: B-19.

882 "Utah Public Employees Vote to Alter 'No-Strike' Clause." 1975 - GERR - 598: B-20.

883 Van De Water, Peter, and Louis Saltrelli. "Ten Lessons Learned From a Strike." College Management. 9(2): 12-14, Feb., 1974. (St. Lawrence University.)

STUDENTS

884 Aaron, Ronald M. "Accommodating the Student Personnel Worker in Faculty Collective Bargaining: An Empirical Overview." Journal of College Student Personnel, 16(3): 184-188, May, 1975.

885 Aaron, Ronald. Status of Student Personnel Workers in Collective Bargaining in Higher Education. Ed.D. Dissertation, Indiana University, Bloomington, Ind., 1973.

STUDENTS (cont'd.)

886 "Associations Request Delay in Implementing Privacy Legislation." Higher Education and National Affairs, 23(39): 1-2, Oct. 11, 1974.

887 Aussieker, Bill. Student Involvement With Collective Bargaining. Berkeley Calif.: Institute of Business and Economic Research, University of California, 1975. (Also in Journal of Higher Education, 46(5): 533-548, Sept.-Oct., 1975.)

888 Bognanno, Mario F. and Edward L. Suntrup. Graduate Assistants' Response to Unionization: The Minnesota Experience. (Working paper.) Minneapolis, Minn.: University of Minnesota, Industrial Relations Center, Aug., 1975.

889 Borus, David M. and Ronald E. Wisner. "A Research Survey - Faculty Collective Bargaining: Does the Student Win?" Community College Review, 2(4): 68-73, Mar., 1975.

890 "Buckley Describes How His Amendment Came into Being." Nation's Schools & Colleges, 2(1): 31, Jan., 1975. Concerns accessibility of previously confidential academic records.

891 "Buckley Privacy Regs. Published." Higher Education Daily Supp.: 3, Jan. 7, 1975.

892 "Collective Bargaining Law Includes Students." National on Campus Report, 3(4): 8, Apr., 1975.

893 Crittenden, K.S., J.S. Norr, and R.K. LeBailly. "Size of University Classes and Student Evaluations of Teaching." Journal of Higher Education, 46(4): 461-470, July/August, 1975.

894 " DOL Issues Revised Rights on Student Subminimum Wages." Higher Education Daily, 3: 3, Feb. 14, 1975.

895 Donohue, William R. A Descriptive Study of Central Michigan University Student Attitudes Toward Collective Bargaining. Ph.D. Dissertation, Michigan State University, East Lansing, Michigan, 1972.

STUDENTS (cont'd.)

896 Fields, Cheryl M. "Releasing Student Records." The Chronicle of Higher Education, 9(15): 1, 8-10, Jan., 1975.
HEW proposes procedures for colleges to follow. Full text of proposed U.S. Guidelines on access to student records included.

897 Fisher, Richard G. A Study of the Impact of Unit Determination for Collective Negotiations in Public Higher Education Upon the Professional Role of Student Personnel Workers. Ph.D. Dissertation, University of Iowa, Iowa City, Iowa, 1973.

898 Holloway, John P. and Richard A. Tharp. "Recent Developments in Student Affairs." The Journal of College and University Law, 2(2): 115-122, Winter, 1974-1975.

899 "Holt Asks Court Order Before HEW Can See School Records." Higher Education Daily, 3: 2, Feb. 13, 1975.

900 Kellams, Samuel E. Emerging Sources of Student Influence. ERIC/Higher Education Research Report #5. Washington, D.C.: American Association for Higher Education, 1975.

901 Klamon. Lobbying: A Guide for Students. Washington, D.C.: National Student Association, August, 1975.

902 Klotz, Neil, ed. Students, Collective Bargaining, and Unionization. Washington, D.C.: U.S. National Student Association, 1975.

903 Mannix, Thomas M. "What Role Should Students Play in Collective Bargaining?" Perspective. (Portland State University.) Feb., 1975.

904 "NACUBO Comments on Student Wage Rules." NACUBO, 8(1): 3, July, 1974.

905 National Student Lobby. Student Lobbyist. Washington, D.C.: N.S.L., April-May, 1975.

906 "Oregon Grants Students Third Party Bargaining Status." Higher Education Daily. 3: 3, June 17, 1975.

907 "Panel Talk Leaves Student Bargaining Issue Unresolved." Higher Education Daily. 3: 3, June 24, 1975.

STUDENTS (cont'd.)

908 "Retail-Service Establishments, Farms, Employment of Full-Time Students." Labor Relations Reporter - Wage and Hours Manual, WHM 92:299 to 92:300h, July 19, 1975. Regulations governing employment of full-time students at sub-minimum rates.

909 Schaffer, Dennis R. and Irving Kirsch. Students, Strikes, and Unions, (Newark, Delaware) Instructional Resources Center, University of Delaware, March, 1975.

910 Scott, Robert A. "Secret Evaluations are as Helpful as Secret Grades." The Chronicle of Higher Education, 9(19): 11, Feb., 1975.

911 Semas, Philip W. "Students Get Role In Teacher Negotiations." The Chronicle of Higher Education, 10(7): 4, April, 1975.

912 Shark, Alan. Current Status of College Students in Academic Collective Bargaining. Special Report No. 22. Washington, D.C.: Academic Collective Bargaining Information Service, July, 1975. (ERIC #ED 108 561.)

913 Shark, Alan R. "The Educational Consumer and Academic Collective Bargaining." Liberal Education, 6: 261-267, May, 1975.

914 Steege, Michael. A Case History: Collective Bargaining for Graduate Assistants at the University of Minnesota. Minneapolis, Minnesota: University of Minnesota, Dept. of Industrial Relations, 1974.

915 "Students and Bargaining." The Chronicle of Higher Education, 10(18): 3, July, 1975.

916 Tice, Terrence N. Decision-Making and the Law in Higher Education -- Emphasis on Student Rights: Essay and Bibliography. (Prepared for Community College Deans Conference, Delta College, Michigan.) July, 1974. (ERIC #ED 099 063.)

917 "Who's Afraid of Collective Bargaining? Students." Higher Education Daily, 3: 5, June 12, 1975.

STUDENTS (cont'd.)

918 Wren, Scott C., ed. Student Participation in the Governance of Institutions of Higher Education: An Annotated Bibliography. Berkeley, Ca.: University of California, Berkeley, 1975.

TENURE

919 "AAUP Layoff Rule Upheld." The Chronicle of Higher Education, 11(14): 7, Dec., 1975.

920 American Association of University Professors. "On the Imposition of Tenure Quotas." AAUP Bulletin, 59: 428-430, Dec., 1973.

921 American Association of University Professors. "Tenured Faculty Members at U.S. Colleges and Universities." The Chronicle of Higher Education, 10(18): 11-12, July, 1975.

922 American Federation of Teachers. How to Beat Tenure Quotas; the Union Victory at City University, New York. Washington, D.C.: AFT, Colleges and Universities Dept., (1975).

923 Batz, Robert L. A Critical Investigation of Policies and Procedures Pertinent to Tenure and the Grievance Procedure, Both Before and After Collective Bargaining, at Public Community-Junior Colleges. Ph.D. Dissertation, University of Missouri, Kansas City, Mo., 1973.

924 Baumer, William H. Faculty Tenure: Percentage Policies and Consequences. Washington, D.C.: American Council on Education, 1973.

925 Bloomfield College, N.J. Planning Through Financial Exigency and an Alternative to Tenure. Preface Toward a Case Study. Bloomfield, N.J., Bloomfield College, 1973.

926 Chait, Richard. "Collective Bargaining and Tenure - A Collision Course?" NCSCBHE, Annual Conference Proceedings, 3d, ed. by T.M. Mannix, 1975.

927 "CUNY Guidelines Allow 'Summary Dismissal' of Faculty, AAUP Charges." Higher Education Daily, 3: 1, Sept. 22, 1975.

TENURE (cont'd)

928 Dieterich, Daniel J. "Tenure." ADE Bulletin, 42: 42-44, Sept., 1974.

929 Freeman, Thomas M. and Joseph G. Rossmeier. A New Look at Tenure: A Management Imperative. East Lansing, Mich.: Michigan State University, Office of Institutional Research, May, 1973. (ERIC #ED 080 097.)

930 Friedman, Martha. "How Southern Illinois University Broke 28 Tenured Contracts." Phi Delta Kappan, 56(7): 463-464, March, 1975.

931 Hazard, William R. "Tenure Laws in Theory and Practice." Phi Delta Kappan, 56(7): 451-454, March, 1975.

932 Heims, Peggy. Academic Tenure as Economic Security: Proposed New AAUP Regulations on Financial Exigency and Discontinuance of Programs and Their Implications. Washington, D.C.: AAUP, Dec., 1974.

933 Lang, Theodore H. "Teacher Tenure as a Management Problem." Phi Delta Kappan, 56(7): 459-462, March, 1975.

934 La Noue, George R. "Tenure and Title VII." The Journal of College and University Law, 1(3): 206-221, Spring, 1974.

935 Lieberman, Myron. "Tenure: A New High Priority Issue." Phi Delta Kappan, 56(7): 450, March, 1975.

936 Magarrell, Jack. "Should a Judge Grant Tenure." The Chronicle of Higher Education, 11(11): 9, Nov., 1975.

937 Mann, William R. "Is the Tenure Controversy a Red Herring?" The Journal of Higher Education, 44: 85-94, Feb., 1973.

938 Masters, W.F. "Teacher Job Security Under Collective Bargaining Contracts." Phi Delta Kappan, 56(7): 455-458, March, 1975.

939 Matheson, Alan A. "Judicial Enforcement of Academic Tenure: An Examination." Washington Law Review, 50: 597, 1975.

940 Meyer, R.A. "Up or Out for the Tenure System." The Chronicle of Higher Education, 11(5): 19, Oct., 1975.

941 Mortimer, Kenneth P. Research Data on Tenure and Governance Under Collective Bargaining. (Speech delivered at Annual Meeting of American Federation of Teachers, New York, N.Y.) Nov., 1974. (ERIC #ED 100 200.)

942 Polishook, Irwin. "A Reaction to Chait's Address." (See citation under Chait, R.) NCSCBHE, Annual Conference Proceedings, 3d., ed. by T.M. Mannix, 1975.

943 Semas, Philip W. "Bloomfield Loses Appeal." The Chronicle of Higher Education, 11(7): 8, Oct., 1975.

944 Semas, Philip W. "Tenure and Retirement." The Chronicle of Higher Education, 10(20): 6, Aug., 1975.

945 Semas, Philip W. "What Does Tenure Guarantee?" The Chronicle of Higher Education, 10(3): 3, Mar., 1975.

946 "SUNY Units Asked to Clarify Tenure -- CUNY Board to Review Procedures on Tenure." Higher Education and National Affairs, 23(14): 7-8, Apr. 5, 1974.

947 "Tenure's Tenure May be at an End." Higher Education Daily. 3: 2, Apr. 30, 1975.

948 "The Virginia Community College System: A Report on Tenure and Due Process." AAUP Bulletin, 61(1): 30-38, Apr., 1975.

TRUSTEES

949 Dugger, Ronnie. "If I Were a Trustee." Change, 7(10): 8-9, December-January, 1975-76.

950 Mathews, Fred L. "Trustees at The Bargaining Table." New Directions for Community Colleges, 3(11): 35-44, Autumn, 1975.

951 Nason, John W. The Future of Trusteeship: The Role and Responsibilities of College and University Boards. Washington, D. C.: Association of Governing Boards of Universities and Colleges, 1975.

952 Porth, William C. "Personal Liability of Trustees of Higher Educational Institutions." The Journal of College and University Law, 2(2): 143-156, Winter, 1974-75.

953 Potter, George. "A Trustee Takes The Offensive - Defanging The Teachers Union." Community College Review, II(3): 21-28, Fall, 1974.

954 Rossi, Richard Eugene. Views of Trustees and Union Leaders: A Comparison of The Views of The Trustees of Massachusetts Institutions of Higher Education with Those of AFT and NEA Faculty Organizations of Decision-Making, Governance and Collective Bargaining. Ph.D. Dissertation, Boston College, Boston, Mass., 1974.

955 Russock, Robert. "An ERIC Review...Community College Trustees." Community College Review. Fall, 1974.

956 Zwingle, J. L. and W. V. Mayville. College Trustees. Washington, D. C.: American Association for Higher Education, 1975.

957 Zwingle, J. L. and Wm. V. Mayville. College Trustees: A Question of Legitimacy. ERIC/Higher Education Research Report #10, 1974. Washington, D. C.: George Washington University, ERIC Clearinghouse on Higher Education, 1974. (ERIC #ED 101 619).

UNIONS

958 "AAUP Censures Five Higher Education Institutions." Higher Education Daily, 3: 1, June 9, 1975.

959 "AAUP Meeting Reviews Status of Collective Bargaining on Campus." 1975-GERR-610: B-10 to B-13.

960 "AAUP Slates Florida Drive Under New Law." Higher Education and National Affairs, 23(31): 5, August 16, 1974.

961 "AFL-CIO Labor Studies Center." Labor Relations Reporter-News and Background Information, 90: LRR, 49-50, Sept. 1, 1975.

962 "AFT Now is Nation's Fastest-Growing Union." American Teacher, 59: 5, January, 1975.

963 Bernier, Francis A. The Presidents of The Faculty Collective Bargaining Units in United States Institutions of Higher Education. Ph.D. Dissertation, Michigan State University, East Lansing, Mich., 1973.

964 "B.U. President Silber Resigns AAUP." Higher Education Daily, 3: 1, Feb. 27, 1975.

965 "College Campus Bargaining Subject of AAUP Discussion." 1975-GERR-595: B-22.

966 "Colorado University Faculty Favor Choosing Bargaining Agent." 1974-GERR-585: B-18.

967 "Connecticut Community College Professionals Vote for AFSCME." 1975-GERR-636: B-20.

968 Duffey, Joseph. "Depression, Recovery,and Higher Education. From The General Secretary." AAUP Bulletin. 60(4): 365-366, Winter, 1974.

969 Eaton, William E. The American Federation of Teachers, 1916-1961: A History of The Union. Carbondale, Ill.: Southern Illinois University Press, 1975.

970 "Florida Affiliates of AFT and NEA Announce Merger Plan." 1974-GERR-585: B-16.

UNIONS (cont'd.)

971 Gottron, Martha. "NEA Pushes for Teachers' Rights." Change, 7(1): 17-19, February, 1975.

972 Hankin, Joseph N. "What's Past is Prologue." New Directions for Community Colleges, 3(11): 13-22, Autumn, 1975.

973 "Increased Unionizing Seen at AFT Higher Education Meeting." 1974-GERR-582: B-18.

974 Kelley, Edward P., Jr. 266 Institutions, With 431 Campuses, that Have Collective Bargaining Agents. Special Report #12. Washington, D. C.: Academic Collective Bargaining Information Service, July, 1975.

975 Lussier, Virginia Lee. "Faculty Bargaining Associations: National Objectives Versus Campus Contracts." Journal of Higher Education, 46(5): 491-506, Sept./Oct., 1975.

976 Lussier, Virginia L. National Faculty Associations in Collective Bargaining: A Comparative Discussion. Special Report #8. Washington, D. C.: Academic Collective Bargaining Information Service, 1974.

977 "Merged NEA-AAUP Organization Elected by Kent State Faculty." 1975-GERR-631: B-22.

978 "Merger Plan in Louisana Accepted by NEA Committee." 1975-GERR-596: B-16.

979 "Minnesota Teachers Challenge Union Authority." Higher Education Daily, 3: 6, Jan. 10, 1975.

UNIONS (cont'd.)

980 "NEA Prepares for Minnesota Shop Fee Fight." Higher Education Daily 3: 3, Jan. 15, 1975.

981 "NEA Says 80 Percent of Election Winners Backed by Teachers." Higher Education and National Affairs, 23(44): 4, November 15, 1974.

982 "NEA Wins First Representation Election Among Florida Teachers." 1975-GERR-600: B-15.

983 "NEA's Harris and AFT's Shanker Debate Organizational Differences." 1975-GERR-596: B-9 to B-12, E-1 to E-6.

984 "New Agreements Reached on Two Rhode Island Campuses." 1975-GERR-636: B-18.

985 "New President, Similar Policies Mark NEA Annual Meeting." 1975-GERR-614: B-6.

986 Potter, George. "Defanging The Teachers Union." Community College Review, 2(3): 21-27, Fall, 1974.

987 "Resolutions of AFL-CIO's Industrial Union Department." Labor Relations Reporter-News and Background Information, 90: LRR, 103-105, Sept. 22, 1975.

988 Semas, Philip W. "AAUP Censures 5, Takes 5 from Blacklist." The Chronicle of Higher Education, 10(16): 3, June, 1975.

989 Semas, Philip W. "A College Teacher Makes it at Last." The Chronicle of Higher Education, 10(18): 4, July, 1975.

990 Semas, Philip W. "Compulsory Union Fee." The Chronicle of Higher Education, 10(20): 6, August, 1975. (Ferris State College, Michigan).

991 Semas, Philip W. "Faculty Unions Talking Cooperation-Gingerly." The Chronicle of Higher Education, 10(15): 4-5, June, 1975.

UNIONS (cont'd.)

992 Semas, Philip W. "NEA-AFT Merger?" The Chronicle of Higher Education, 10(18): 4, July, 1975.

993 Semas, Philip W. "Union Leaders Vote to Cut NEA Ties." The Chronicle of Higher Education, 11(12): 4, December, 1975.

994 Sullivan, Frederick L. "The Right of a College Administration to Speak Out During a Union Organizing Drive: How it Has Been Successfully Implemented." Journal of The College and University Personnel Association. 25(4): 1-16, Oct./Nov., 1974.

995 Wainstock, Susan. Death of a Dream: The Variables Which Determine What Bargaining Agent is Chosen at a Four Year College. Ph.D. Dissertation, University of Michigan, Ann Arbor, Mich., 1972.

996 WHUR-FM Howard University Radio, Washington, D. C. (5-RC-9316.); Weekly Summary of NLRB Cases, W-1447: 2, June 18, 1975.
All on-the-air performers shall vote for representation or for no representation.

997 "Wisconsin University Faculties Vote to Affiliate with AFT." 1975-GERR-635: B-18.

WOMEN

998 Association of American Colleges, Project on the Status and Education of Women. Minority Women and Higher Education. Washington, D. C.: Association of American Colleges, March, 1975.

999 Association of American Colleges. Women's Centers: Where are They. Rev. ed. Washington, D. C.: AAC, Sept., 1975.

1000 Centra, John A. "Women With Doctorates." Change, 7(1): 49, 61, Feb., 1975.

WOMEN (cont'd.)

1001 Daniels, A. K. A Survey of Research Concerns on Women's Issues. Washington, D. C.: Project on The Status and Education of Women, Association of American Colleges, 1975.

1002 Ernest, John et al. Mathematics and Sex. Santa Barbara, Ca.: Dept. of Mathematics, University of California, 1975.

1003 Feldman, Saul D. Escape from The Doll's House. New York, N. Y., McGraw-Hill, 1974. (Review by J. Bernard, in Journal of Higher Education, 46(4): 487-489, July/Aug., 1975.

1004 Howe, Florence, ed. "Women and The Power to Change." The Chronicle of Higher Education, 11(8): 17, November, 1975.

1005 McGuigan, Dorothy G. New Research on Women at The University of Michigan. Ann Arbor: The University of Michigan Press, 1974.

1006 Reuben, Elaine and Leonore Hoffman, eds. Unladylike and Unprofessional: Academic Women and Academic Unions. New York, N. Y.: Modern Language Assoc. of America, Commission on The Status of Women. Jan., 1975. (ERIC #ED 104 270).

1007 Sandler, Bernice. "Women on The Campus and Collective Bargaining: It Doesn't Have to Hurt to be a Woman in Labor." The Journal of The College and University Personnel Association, 25(2): 82-89, April, 1974.

1008 "Teachers Win Another Victory in Maternity Leave Campaign." Higher Education Daily, 3: 6, Feb. 6, 1975.

1009 Women on Campus; The Unfinished Liberation, by the editors of Change Magazine. New Rochelle, N. Y., Change Book Dept., n.d.

WORKLOAD

1010 Doi, James I., ed. Measuring Faculty Effort: New Directions for Institutional Research. San Francisco, Jossey-Bass, 1974.

1011 Fitzgerald, James S. "A Way Out of The Faculty Load Muddle." Community and Junior College Journal. 45(8): 30-32, May, 1975.

1012 Lombardi, John. Faculty Workload. Topical Paper #46. Los Angeles, Calif., ERIC Clearinghouse for Junior Colleges, Oct., 1974.

1013 Mortimer, Kenneth P. and G. Gregory Lozier. "Faculty Workload and Collective Bargaining." New Directions for Institutional Research. 1(2): 49-64, Summer, 1974.

1014 Yuker, Harold E. "Studying Faculty Workload." Change, 7(8): 48-49,62, October, 1975.

BIBLIOGRAPHIES

1015 Academic Collective Bargaining Information Service. Selected Bibliography, Washington, D. C.: ACBIS, (1974).

1016 Altbach, P. G., et al. American Students: A Select Bibliography on Student Activism and Related Topics. Lexington, Mass.: Heath - Lexington, 1973.

1017 Blackwell, Thomas E. The College Law Digest, 1935-1970. Washington, D. C., National Association of College and University Attorneys, 1974. (Also refer to annual Law Digests, 1971 to date; 1975 articles have been indexed individually in this volume).

1018 Cornell University, New York State School of Industrial and Labor Relations, Ithaca, N. Y.
. Public Employment Bibliography, comp. by Richard Pegnetter, 1971.
. Public Employment Bibliography, comp. by Robert V. Lezdek, 1973.

1019 Gillis, John W. "The Continuing Development of Academic Collective Bargaining." Liberal Education, LVII: 529-540, Dec., 1971. (See also LVI: 594-604, Dec., 1970).

1020 Harmon, L. Status of Women in Higher Education: 1963-1972. A Selective Bibliography. Ames, Iowa: Iowa State University, n.d.

1021 Harris, Robin S. et al. "Select Bibliography of Higher Education in Canada." Canadian Journal of Higher Education, pp. 74-81, 1975.

1022 Hudson, Bennett and James L. Wattenbarger. Collective Bargaining in Higher Education: A Selected Annotated Bibliography. Gainesville, Florida: Florida University, Gainesville Institute of Higher Education, April, 1972. (ERIC #ED 060 849).

1023 Marks, Kenneth E., comp. Collective Bargaining in U. S. Higher Education: 1960-1971, A Selective Bibliography. Ames, Iowa, Iowa State University Library, 1972. (Series in bibliography, no. 1).

BIBLIOGRAPHIES - (cont'd.)

1024 Meeth, L. Richard, ed. Selected Issues in Higher Education; An Annotated Bibliography. New York, N. Y., Teachers College Press, Columbia University, 1965.

1025 Mills, Gladys H., Comp. Collective Bargaining in Post Secondary Institutions (Clinic 8). Denver, Colo.: Education Commission of The States, Department of Research and Information Services, 1972. (ERIC #ED 096 901).

1026 Mortimer, Kenneth P. Collective Bargaining in Higher Education. (Unpublished). University Park, Pa., Pennsylvania State University, 1971.

1027 Myers, Donald A. Bibliography on Professionalization and Collective Bargaining. Washington, D. C.: American Federation of Teachers, 1974. (ERIC #ED 098 186).

1028 National Center for The Study of Collective Bargaining in Higher Education, Collective Bargaining in Higher Education, Bibliographies.
#1, 1973, comp. by John C. Allen
#2, 1974, comp. by John C. Allen
#3, 1975, comp. by Daniel J. Julius and John C. Allen.
New York, N. Y.: Baruch College, City University of N. Y., NCSCBHE.

1029 National Center for The Study of Collective Bargaining in Higher Education. Higher Education Collective Bargaining: Other Than Faculty Personnel.
Vol. 1, 1974 - comp. by John C. Allen and Daniel J. Julius
Vol. 2, 1975 - comp. by Daniel J. Julius
New York, N. Y.: Baruch College, City University of New York, NCSCBHE.

1030 Pezdek, Robert V. "Selective Bibliography of Materials in Labor Relations of Interest to Colleges and Universities." Journal of The College and University Personnel Association. 23(4): 74-82, Aug., 1972.

1031 Piele, P. Numbers and Subject of Selected Documents on Educational Administration. Eugene, Oregon: Oregon University, 1967. (ERIC #ED 014 148).

BIBLIOGRAPHIES - (cont'd.)

1032 Roberts, Dayton Y., ed. Legal Issues in Higher Education, 1969-1970: A Selected Annotated Bibliography. Gainesville, Fla.: Institute of Higher Education, Florida University, Feb., 1971. (ERIC #ED 050 683).

1033 Shaughnessy, Marlene. Information Sources for New Jersey Public Sector Collective Bargaining. New Brunswick, N. J.; Institute of Management and Labor Relations, Rutgers University, May, 1974.

1034 Shulman, Carol H. Collective Bargaining on Campus: Annotated Bibliography. Washington, D. C.: American Association for Higher Education, 1972, (pp. 19-45). (ERIC #ED 058 466).

1035 Tice Terrence N. Resources on Academic Bargaining and Governance. Washington, D. C.: ERIC Clearinghouse on Higher Education. The George Washington University, July, 1974.

1036 U. S. Department of Labor - Labor Management Services Administration. Public Sector Labor Relations Information Exchange. Current References and Information Services for Policy Decision-Making in State and Local Government Labor Relations: A Selected Bibliography. Washington, D. C.: U. S. Government Printing Office, November, 1971.

1037 University of Alabama, Manpower and Industrial Relations Institute, Tuscaloosa, Alabama.

- Public Sector Labor Relations - Bibliography #1, 1972 - comp. by Allan D. Spritzer.
- Bibliography #4, 1974 - comp. by Allan D. Spritzer.
- Collective Bargaining in Higher Education - Bibliography #2, Aug., 1972 - comp. by Joan D. North.
- Wage and Salary Administration - Bibliography #3, Oct., 1972 - comp. by Langston T. Hawley.
- Also: Faculty Bargaining (Bibliography) (n.d.) - comp. by Joan D. North and William H. Phillips.
- Readings in Public Sector Labor Relations, Fall, 1975 comp. by C. A. Odewahn and A. D. Spritzer.

BIBLIOGRAPHIES (cont'd.)

The following citations, listed in other sections of this bibliography, contain extensive bibliographic references:

COLLECTIVE BARGAINING

Academic Collective Bargaining Information Service. Orientation Packet. (Citation #190).

Tice, Terrence N. Campus Employment Relations: Readings and Resources. (Citation #310).

COMMUNITY COLLEGES

Ernst, Richard J., ed. "Adjusting to Collective Bargaining." (Citation #339).

DISCRIMINATION

Shulman, Carol H. Federal Laws: Nondiscrimination and Faculty Employment (Citation #536).

GOVERNANCE

Kipps, M. J. and E. Rinnander. "Governance: Sources and Information." (Citation #615).

Mortimer, K. P. and G. G. Lozier. Collective Bargaining: Implications for Governance. (Citation #628).

Richardson, Richard C., Jr. ed. "Reforming College Governance." (Citation #636).

STUDENTS

Kellams, S. E. Emerging Sources of Student Influence. (Citation #900).

Tice, Terrence, N. Decision-Making and The Law in Higher Education - Emphasis on Student Rights: Essay and Bibliography. (Citation #916).

Wren, Scott C., ed. Student Participation in The Governance of Institutions of Higher Education: An Annotated Bibliography. (Citation #918).

TENURE

Dieterich, Daniel J. "Tenure." (Citation #928).

AUTHOR INDEX (and Citation Numbers)

Aaron, R.M., 884, 885
Abodeely, J.E., 736
Abramson, P., 638
Aiken, R.J., 675
Aitchison, G.L., 192
Alderman, T., 193
Alexander, P., 865
Allen, A.D., Jr., 194
Allen, J.C., 1028, 1029
Altbach, P.G., 1016
Anderson, B.R., 810
Anderson, D.D., 582
Andes, J.O., 357, 367
Angell, G.W., 18, 195, 250
Aussieker, B., 196, 197, 236, 887
Aussieker, M.W., Jr., 234

Bailey, S.K., 583
Bain, T., 584
Bairstow, F., 322
Balassi, E.C., 198
Baldridge, J.V., 199, 614
Bard, B., 200
Bartnoff, J., 51
Batz, R.L., 923
Baumer, W.H., 924
Beal, E.F., 202
Beale, J.R., 676
Beaudry, A.T., 203
Begin, J.P., 204-207, 358, 585, 865
Belanger, C.H., 52
Bender, L.W., 19
Benewitz, M.C., 143, 644
Bergan, W.L. 24, 648
Bergmann, B.R., 53
Bernard, J., 1003 (review)
Bernier, F.A., 963
Bernstein, M.C., 55, 645
Bickel, R.D., 519
Bilik, A. 826
Birnbaum, R., 849
Blackburn, R.T., 182, 619
Blackwell, T.E., 1017
Blandin, J., 544
Bloland, H.G., 208
Bloland, S.M., 208
Blumer, D.H., 209
Bodner, G.A., 539
Bogard, L., 20
Bognanno, M.F., 180, 181, 888
Bond, L., 210
Bonham, G.W., 682
Boring, P.Z., 57, 58
Borus, D.M. 889
Boulding, K.E., 837
Bowen, F.M., 663
Bowen, H.R., 659
Boyd, T.D., 59
Boyd, W.B., 586
Boyer, W.W., 508
Branam, R.D., 811
Braun, R.J., 866
Brick, M., 211
Bronsard, D.R., 359
Brossman, S.W., 587
Brown, R.C., 588
Brown, S., 205
Brubaker, D., 21
Brumbaugh, R.B., 212
Bunzel, J.H., 815
Burd, P.E., III, 22
Burger, V.K., 589
Burnett, C.W., 677
Butt, W.G., 23
Byrnes, J.F., 590

Campbell, R., 213
Carr, R.K., 214, 593
Carter, D.D., 323
Centra, J.A., 1000
Chait, R., 62, 926
Chandler, M., 360
Chanin, R.H., 827
Cheit, E.F., 13
Chernick, J., 204
Cline, T.A., 540
Coe, A.C., 216
Cohen, A.M., 816
Coleman, D.R., 52, 217
Colosi, T.R., 681

Coombe, R., 594
Cooper, L., 595
Corbally, J.E., 678
Cote, W.E., 541
Cottingham, T., 595
Creal, R.C., 655
Crispo, J., 324
Crittenden, K.S., 893
Crowley, J., 223
Crowley, M., 243

Daniels, A.K., 1001
Debicki, M., 325
Decker, D.F., 509
Dement, J., 224
Depaoli, J.A., Jr., 338
Derr, C.B., 660
De Vries, D.L., 660, 817
Dieterich, D.J., 928
DiGiovanni, N., Jr., 740
Dill, D.D., 225
Doi, J.I., 1010
Donnelly, J., 542
Donohue, W.R., 895
Dresch, S.P., 661
Dubeck, L.W., 543
Duc a, M., 703
Duffey, J., 968
Dugger, R., 949
Duryea, E.D., 226, 596

Eaton, W.E., 969
Edge, A., 299
Edmonson, W.F., 146, 646
Edwards, D.W., 597
Elliot, J.M., 856
Ellis, J.M., 647
Ely, J.H., 520
Emmet, T., 656, 705, 706
Epstein, L.D., 598
Ericsson, C.W., 120
Ernest, J., 1002
Ernst, R.J., 228, 339

Falcone, M.A., 599
Feldman, S.D., 1003
Fenker, R.M., 818
Ferguson, T.H., 24, 648
Feuille, P., 229, 544
Fiedler, W.E., 521
Fields, C.M., 70-82, 522, 896
Finkin, M.W., 230, 231, 739
Finn, C.E., Jr., 683
Fisher, R.G., 897
Fisk, R.S., 226, 596
Fiss, O.M., 523
Fitzgerald, J.S., 1011
Flange, E., 545
Flango, V.E., 212, 232
Florin, T.D., 233
Ford, A.T., 62
Fortunato, R.T., 25
Fox, T.G., 182
Fratkin, S., 83
Freeman, T.M., 929
Freimuth, J.E., 510, 511
Friedman, M., 930
Frohnmayer, D.B., 84, 85
Furniss, W.T., 600, 839

Gallo, R.R., 547
Gallucci, S.L., 601
Garbarino, J.W., 197, 234-240, 602, 603
Garcia, E., 366
Gebhardt, S.A., 241
Gemmell, J., 26
George, D.V., 326, 327
Giacquinta, J., 550
Gillis, J.W., 1019
Gittell, M., 87
Glenny, L.A., 840
Gold, L., 242
Goldman, G., 243
Goldstein, R.A., 231
Goodlad, J.I., 14
Goodwin, H.I., 367
Goodwin, J.C., 88
Gordon, C.O., 260
Gordon, M.S., 244
Gorman, R.A., 684, 708
Gottron, M., 971
Goulding, J.A., 245
Graham, H.E., 246
Gram, C., 854
Grame, T.C., 89
Grede, J., 247
Gregory, G.H., 90
Gress, J.R., 548
Groty, C.K., 812

Gruenfeld, E.F., 91
Gutzwiller, R., 572
Guyton, T.L., 729

Haehn, J.O., 248, 249
Hagemeyer, R.H., 662
Haith, D.M., 92
Hall, H.E., 604
Hankin, J.N., 250, 972
Hardigan, J.E., 251
Harmon, L., 1020
Harris, R.S., 1021
Hartnett, R.A., 252
Harvey, J., 685
Hawley, L.T., 1037
Hazard, W.R., 931
Hedgepeth, R.C., 253, 254
Heims, P., 932
Heinlein, A.C., 605
Helland, P.C., 255, 368
Helling, J., 606
Hermann, B.R., 607
Hewitt, R.G., 256
Hodgkinson, H.L., 15
Hoffman, L., 1006
Holloway, J.P., 898
Holmes, P.E., 98
Holway, L.W., 257
Hook, S., 99
Hoos, I.R., 16
Horvat, J.J., 258
Howe, F., 1004
Howe, R.A., 28, 259, 734
Hudson, B., 1022
Hudson, B.J., 608
Huff, S., 100, 101
Hughes, C.R., 260
Hunter, J.R., 340
Hurst, J., 15

Jacobs, K.J., 262, 609
James, T., 829
Jascourt, H.D., 263, 830
Jelfo, D.T., 589
Jenks, R.S., 610
Johnson, M.D., 564
Jones, D.H., 611
Joughin, L., 7
Julius, D.J., 1028, 1029

Kahn, K.F. 54[illegible], 671
Kane, P.L., 128
Katz, E., 264
Kaufman, N., 38
Kazlow, C., 550
Kellams, S.E., 900
Kellett, R.H., 369
Kelley, E.P., Jr., 974
Kelley, L., 299
Kelly, G.O., 612
Kemerer, F.R., 199, 265, 613, 614
Kennelly, J.R., 266, 551
Kerr, C., 341
Kieft, R.N. 267, 855
Kienast, P., 202
Kilgras, D.C., 29
Kipps, M.J., 615
Kirsch, I., 909
Klamon, 901
Klotz, N., 902
Konrad, A.G., 616
Kuhns, E., 664

Ladd, E.C., Jr., 269
Landerholm, M.E., 617
Lang, T.H., 933
La Noue, G.R., 102, 934
Larson, B.A., 103
Lavine, J.M., 618
LeBailly, R.K., 893
Lee, E.C., 663
Lemon, W.L., 618
Leonard, W.J., 105
Lepper, M.M., 106
Leslie, D.W., 270, 271, 512, 657
Lester, R.A., 525, 526
Levine, H., 15
Levy, H., 145
Lieberman, M., 821, 831, 935
Limitone, A.P., Jr., 131
Lindeman, L.W., 272,552-554
Lindquist, J.D., 619
Linta, E., 273
Lipset, S.M., 269, 620
Loewenberg, J.J., 147
Lombardi, J., 342, 343, 513, 514, 621, 622, 841, 1012
Loren, P.B., 856
Lozier, G.G., 25, 555-559, 628, 872, 1013

Lunstrum, J.P., 842
Lussier, V.L., 560, 975, 976

McCall, T., 274
McConnell, T.R., 623
McConnell, W.H., 329
McGuigan, D.G., 1005
McInnis, M.C., 561
McLean, S. 624
McNamara, W., 686
McPeake, J.D., 344
Magarrell, J., 843-845, 936
Mann, W.R., 937
Mannix, T.M., 275, 644, 649, 903
Marks, K.E., 1023
Martorana, S.V., 664
Mascotti, P.J., 276
Mason, H.L., 625
Masters, W.F., 938
Matheson, A.A., 939
Mathews, F.D., 107
Mathews, F.L., 626, 950
Mathews, J., 108
Maxfield, M., Jr., 53
Mayville, W.V., 956, 957
Mazzola, H.E., 30
Meeth, L.R., 1024
Menard, A.P., 740
Meyer, R.A., 940
Middleditch, L.B., Jr., 571
Miller, J., 109
Millett, J.D., 31
Mills, G.H., 1025
Mintz, B., 277
Miskel, C., 562
Moore, E., 185
Moore, M.A., 627
Mortimer, K.P., 17, 278, 555, 563, 564, 628, 629, 941, 1013, 1026
Muczyk, J.P., 565
Mueller, W.F., 857
Murton, C.S., Jr., 32, 33
Myers, D.A., 1027

Naples, C.J., 34
Nash, P., 35
Nason, J.W., 951
Nelson, H.H., 281
Nesmith, J.N., 665
Nielsen, R.M., 630
Nierenberg, G.I., 735
Nigro, P.D., 37
Nixon, H.L., II, 566
Norr, J.S., 893
North, J.D., 1037

Oberer, W., 186
Odewahn, C.A., 282, 1037
O'Donnell, T.L.P., 257
Oliker, M.P., 38
Olsen, J.K., 631
O'Neill, R.M., 679
Oosting, K.W., 632
Ornstein, A.C., 116
Orton, D.A., 660
Orze, J.J., 284, 374
Osborne, W.B., 231
O'Sullivan, R.J., 346
Owen, H.J., Jr., 643

Parrott, J.R., Jr., 347
Partridge, A.R., 285
Pegnetter, R., 1018
Pemberton, J. deJ., Jr., 117
Perelson, S., 688
Peterson, R.B., 266
Pettibon, W.G., 286
Pezdek, R.V., 1018, 1030
Phelan, D.J., 567
Phillips, W.H., 1037
Piele, P., 1031
Pincoffs, E.L., 10
Ping, C.J., 287, 667
Polishook, I., 942
Polowy, C., 529
Pommez, M.L., 330, 331, 332
Porth, W.C., 952
Potter, G., 953, 986
Prasow, P., 709
Price, T., 634, 635
Prisco, F.R., Jr., 39

Race, J., 288
Rachar, R., 333
Ramsey, G.D., 568
Reback, J.E., 130
Rehmus, C.M., 147

Relihan, W.J., 119
Reuben, E., 1006
Rhodes, E., 289
Richards, J.J., 290
Richardson, R.C., Jr., 636
Rickman, P., 819
Rinnander, E., 615
Roberts, D.Y., 1032
Roberts, M.V., 336
Robinson, J.J., 291
Robinson, L.H., 187
Robustelli, J.A., 120
Roby, R.H., 710
Rodgers, S.A., 350
Rosen, L., 515
Ross, D., 705
Ross, N.V., 563
Rossi, R.E., 954
Rossmeier, J.G., 929
Rowan, R.L., 292
Ruff, R.T., Jr., 650
Russock, R., 955
Rynecki, S.B., 681

Sabol, G.G., 744
Salerelli, L., 883
Sandler, B., 532, 533, 1007
Satryb, R.P., 270, 651, 652, 653
Savage, D.C., 334, 335
Sawicki, R.L., 293
Schafer, E.G., 294
Schaffer, D.R., 909
Schein, E.H., 813
Scher, R.K., 667
Schlacter, G.A., 730
Schneider, S., 295
Schramm, C.J., 296
Schultz, D.F., 348
Schuster, J.H., 297, 298
Scott, M.H., 123
Scott, R.A., 910
Seidman, J., 299
Semas, P.W., 11, 40, 124, 300, 301, 385, 569, 637, 711-713, 764, 846, 860, 861, 877-879, 911, 943-945, 988-993
Serediak, M.S., 336
Settle, T., 865
Shannon, T.A., 691
Shark, A.R., 912-914
Sharpe, D., 692
Shaughnessy, M., 1033
Shawhan, G.L., 572
Shawl, W., 638
Sherman, M.J., 126
Shoup, C.A., 349
Shulman, C.H., 127, 302, 536, 1034
Silvestri, M.J., 128
Simon, A.J., 146
Simpson, S.T., 820
Smart, J.C., 350
Spector, R.M., 304
Spritzer, A.D., 1037
Staller, J.M., 351, 352
Stanton, C.M., 344
Steege, M., 914
Steinbach, S.E., 129, 130, 305, 532, 533, 694
Steiner, S., 814
Stern, J., 147
Stewart, B.T., Jr., 639
Stitt, R.B., 131
Stone, B.D., Jr., 864
Sturner, W.F., 668
Sullivan, F.L., 994
Sumner, P.R., 306
Sunde, D.K., 376
Suntrup, E.L., 180, 181, 307, 888

Taylor, J.L., 821
Tharp, R.A., 898
Thompson, F., Jr., 695
Thomson, A.W.J., 309
Thornton, S.W., 132
Thorpe, E.M., 570
Tice, T.N., 310, 311, 916, 1035
Todorvich, M., 99
Trimble, W.B.S., 640
Trivett, D.A., 669
Tucker, J.C., 848
Tupa, G.E., 641

Underbrink, R.L., 260

Vandercreek, W., 519
Van de Water, P., 883
Van Eyck, D.K., 214
Van Fleet, D.D., 864
Vladeck, J.P., 314
Vladeck, S.C., 314

Volpe, R.P., 353

Wainstock, S., 995
Walker, J.M., 315
Walters, D.R., 316
Watkins, B.T., 137
Wattenbarger, J.L., 1022
Weatherford, J., 731-733
Weathington, F.L., Jr., 355
Weeks, K.M., 317, 318
Weinberg, W.M., 42
Weiss, D.A., 564
Welch, G.D., 319, 516
Wheeler, J.W., 138
Wickersham, E.D., 202
Williams, D.F., 356
Williams, L.G., 55
Winkler, K.J., 139, 140, 538
Wirtz, L., 243
Wisner, R.E., 889
Wohlers, A.E., 548
Wollett, D.H., 320
Wotruba, T.R., 823
Wren, S.C., 918
Wright, P.L., 823
Wygal, B.R., 643

Young, D.P., 388
Yuker, H.E., 1014

Zeller, B., 824
Zoffer, H.J., 43
Zwingle, J.R., 956, 957

TITLE INDEX (and citation numbers)

AASA takes strong stand against federal public bargaining law 680
AAUP censures five higher education institutions 958
AAUP censures 5, takes 5 from blacklist 988
AAUP layoff rule upheld 919
AAUP meeting reviews status of collective bargaining on campus 959
AAUP presses Ford on equal pension benefits 573
AAUP slates Florida drive under new law 960
Academic bargaining: Power changes for everyone? 593
Academic collective bargaining: Some models 321
Academic collective bargaining information service: Selected bibliography 1015
Academic freedom, academic responsibility, academic due process in institutions of higher learning 2
Academic freedom and tenure: A handbook of the American Association of University Professors 7
Academic freedom and tenure: Murray State University Kentucky 1
Academic governance and unions: The case of CUNY 584
The academic implications of collective bargaining: A case study of the City College of New York 225
Academic judgment and grievance arbitration in higher education 145
Academic tenure as economic security: Proposed new AAUP regulations on financial exigency and discontinuance of programs and their implications 932
Academics on strike 865
Accommodating the student personnel worker in faculty collective bargaining: An empirical overview 884
Accountability in higher education 17
ACRL says librarians are faculty for bargaining 727
Action planning on campus 668
Adjunct faculty deserve a better deal 810
Adjusting to collective bargaining 339
Administration as an adversary role: Bargaining - collective negotiations 29
Administration seeks extension of jobless pay system 579
Administrators in the process of unionization avoiding unfair labor practices 24
Affirmative action 70
Affirmative action 108
Affirmative action: Changes in offing? 71
Affirmative action: Format proposed, speed criticized 45
Affirmative action: Success or failure 132
Affirmative action: Women's rights on campus 127
Affirmative action and academic women 103
Affirmative action and the AAUP 126
Affirmative action at colleges and universities 46
Affirmative action at Harvard 105
Affirmative action guide for colleges 47
Affirmative action held no panacea for EEO in higher education 48
Affirmative action in the academic community 120
Affirmative action/personnel as a viable institutional process 123
Affirmative action reprieve 72
Affirmative action, tenure, and unionization: Can there be peaceful coexistence? 62
AFL-CIO labor studies center 961

AFSCME, NEA, and UAW urge expansion of unemployment insurance 580
AFSCME, NEA form Mass. 'CAPE' to fight layoffs 835
AFT now is nation's fastest-growing union 962
After it's ratified that contract has to work 284
Age discrimination charged at University of Chicago 517
Albert Shanker: A portrait in power 200
Albion College (Michigan) votes "no agent:" A case study 560
The American Federation of Teachers, 1916-1961: A history of the union 969
American learned societies in transition: The impact of dissent and recession 208
American students: A select bibliography on student activism and related topics 1016
Amicus brief of the Association of American Law Schools 186
An analysis of collective bargaining in selected New York State community colleges, 1970-71 346
An analysis of institutional variables leading to the election of a collective bargaining agent at private colleges and universities 251
Analysis of legislation in 23 states enabling collective bargaining in higher education 698
An analysis of observations regarding issues of negotiations in community junior colleges 340
An analysis of students' perception of their role in governance at Gaston College 611
An analysis of the attitudes of faculty members toward collective negotiations in selected community colleges in New York State 547
An analysis of the impact of collective bargaining on the governance processes of a selected four-year state college 604
Anatomy of a collective bargaining election in Pennsylvania's state-owned colleges 555
Annual conference: Proceedings 279
Antibias regulation of universities: Faculty problems and their solutions 525
Antibias regulations of universities: A biased view? 57
Anti-sex-bias rules 518
The application of non-discrimination laws and regulations to collective bargaining in higher education 44
Approval of NLRB's deferral to arbitration despite employer's alleged union animus 737
Arbitration in higher education 146
Arbitration of faculty grievances: A report of a joint subcommittee of Subcommittee A and N 645
Associations request delay in implementing privacy legislation 886
Attitudes, experience and issues in faculty bargaining 266
Attorneys general in three states clarify public bargaining 702
Authority and control in colleges with successive collective bargaining contracts 252
Authority relationships in higher education 35

B.U. President Silber resigns AAUP 964
Backlash in academe: A critique of the Lester Report 532
Bargaining gains of faculty noted by management 201
Bargaining history - contract summaries; New Jersey community colleges, 1968 - 1975 358
The bargaining unit status of academic department chairman 515
Bargaining units for university faculties 179
Bargaining without unions in California 196
Bayard Rustin on seniority 836
Berkeley plan 54
Better academic personnel administration need not wait for collective bargaining 812
Bias exceptions beaten back 73
Bias rules deadline 56

Bibliography on professionalization and collective bargaining 1027
Bill for due process won in Colorado 716
Bloomfield loses appeal 943
Brigham Young University challenges parts of bias law 139
Buckley describes how his amendment came into being 890
Buckley privacy regs. published 891
Building an organizational team 617

Campus employment relations: Readings and resources 310
Campus salary freezes voted by 3 legislatures 860
Canada's female academics wary of affirmative action 124
The Canadian experience: Collective bargaining in higher education (George) 326
The Canadian experience: Collective bargaining in higher education (Savage) 334
Carnegie Council's affirmative-action recommendations 60
The case for a collective bargaining statute for public employees 827
A case history: Collective bargaining for graduate assistants at the University of Minnesota 914
A case study improves governance 594
Changing attitudes toward the use of strikes in higher education 872
The changing role of the college presidency; essays on governance 624
Changing role of the personnel manager 813
Chenango State University. A case study 215
Chicago college faculty ratifies pact; Swenson released 867
Class action aspects of federal employment discrimination litigation 519
A"classic" vote for no representation: Michigan State University 556
Coaches say Title IX should not cover big money sports 63
Collective bargaining: Another viewpoint 193
Collective bargaining: How about a certified negotiator? 220
Collective bargaining: Implications for governance 628
Collective bargaining: Its effects on campus governance 599
Collective bargaining: Its impact for institutional research 267
Collective bargaining: A myth and ritual for academe 224
Collective bargaining: Opportunities for 'management' 34
Collective bargaining: A review of campus activities (April 1975) 218
Collective bargaining: A review campus activities (Dec. 1975) 219
Collective bargaining: Some reflections of a president 213
Collective bargaining: The state of the nation 335
Collective bargaining: Survival in the 70's 292
Collective bargaining: A view from the faculty 543
Collective bargaining: A view from the presidency 26
Collective bargaining agreements in colleges and universities: Grievance and job allocation provisions 204
Collective bargaining alternatives 285
Collective bargaining and administration practices at Pennsylvania community colleges: A faculty view at unionized and non-unionized campuses 353
Collective bargaining and affirmative action 64
Collective bargaining and affirmative action (Fratkin) 83
Collective bargaining and discrimination issues in higher education institutions 529
Collective bargaining and its impact on the learning environment - the need for a closer look 210

Collective bargaining and organizational change: Case studies of two private institutions of higher education 641
Collective bargaining and tenure - A collision course? 926
Collective bargaining and the management negotiating team 319
Collective bargaining and the management of conflict: Proposed research directions 270
Collective bargaining and the two-year colleges 351
Collective bargaining at a state college in Michigan 273
Collective bargaining by professionals; advisability, practicability and feasibility 324
Collective bargaining by university and college faculties under the National Labor Relations Act 692
Collective bargaining comes to the campus 214
Collective bargaining for college and university faculties: The other viewpoint 291
Collective bargaining for university faculty: A legal perspective 323
Collective bargaining in a state system 255
Collective bargaining in Alberta colleges 336
Collective bargaining in higher education (Mortimer) 1026
Collective bargaining in higher education (Race) 288
Collective bargaining in higher education (Walters) 316
Collective bargaining in higher education, bibliographies 1028
Collective bargaining in higher education: Bibliography 1037
Collective bargaining in higher education: Contract content - 1973 367
Collective bargaining in higher education: An empirical analysis in California State colleges 248
Collective bargaining in higher education: A reader 260
Collective bargaining in higher education: A selected annotated bibliography 1022
Collective bargaining in higher education in the United States: Conceptual models and a survey of incidence among faculty and supportive professional personnel 551
Collective bargaining in higher education - The developing law 314
Collective bargaining in junior colleges 250
Collective bargaining in Ontario Colleges of Applied Arts and Technology: An employee viewpoint 333
Collective bargaining in post secondary educational institutions: Applications and alternatives in the formulation of enabling legislation. A resource handbook 670
Collective bargaining in post secondary institutions (Clinic 8) 1025
Collective bargaining in public community colleges: A survey of relevant contract provisions from 84 professional contracts covering 120 institutions 361
Collective bargaining in public institutions of higher education in the Commonwealth of Massachusetts: Contract content--update April, 1975 362
Collective bargaining in U. S. higher education: 1960-1971, a selected bibliography 1023
Collective bargaining law includes students 892
Collective bargaining on campus: Annotated bibliography 1034
Collective bargaining on campus: Recent experiences 302
Collective bargaining on campus; What to do when the petition is filed 261
Collective bargaining on campuses: Where college faculties have chosen or rejected agents 221
Collective bargaining on private campuses 305
Collective bargaining - Oregon style 294
Collective bargaining practices: Cost of living increases 850

Collective bargaining; professional negotiations 726
Collective bargaining symposium 222
Collective bargaining - the management rights issue 327
Collective negotiations and the community college system in Massachusetts: A case study 344
Collective negotiations and university faculties 30
Collective negotiations in education - progress and prospects - a symposium 703
Collective negotiations in higher education 211
A college administrator looks at collective bargaining 43
College and university business administration 36
College and university fringe benefits 571
College campus bargaining subject of AAUP discussion 965
The College Law Digest, 1935-1970 1017
College-level bargaining spurred by state laws 711
A college teacher makes it at last 989
College trustees 956
College trustees: A question of legitimacy 957
Colleges to have three years to meet Title IX sports rules 65
Collegiality, consensus and collective bargaining 602
Collegiate sports and other Title IX controversies 109
Colorado University faculty favor choosing bargaining agent 966
Community college boards: A Canadian perspective 616
The community college departmental structure - directions for the future 621
A community college expels the North Central Association: A defense of the trustee role 626
Community college grievance procedures: A review of contract content in 94 colleges 649
Community college labor contracts and the issues: An analysis of 64 agreements 366
Community colleges in Seattle, Tacoma, sue for court rulings 504
Community colleges with collective bargaining agreements: Are they different? 350
A comparative study of the degree and level of decision influence administrators and faculty members exercise and have exercised in selected bargaining and non-bargaining junior colleges in Michigan 639
A comparison of working conditions between community college instructors in collective bargaining contract colleges and traditional colleges 338
Compliance reviews to become focus of OCR enforcement 66
Compulsory union fee 990
The concept of academic freedom 10
Concordia Seminary (Missouri) 3
The conduct of negotiations 734
Conducting a 'no-union' election campaign on campus 549
Conference examination of new arbitration approaches 144
Conflict and collective bargaining 271
Conflict resolution through grievance appeals under the State University of New York union contract 651
Connecticut Community College professionals vote for AFSCME 967
Consequences of collective bargaining in higher education: An exploratory analysis 253
Constitutionality of North Carolina's no-bargaining statute is upheld 722
The constitutionality of reverse racial discrimination 520
The continuing confrontation; salary freezes and budget cuts 851
The continuing development of academic collective bargaining 1019
The continuing struggle for equal opportunity 106
Contract for Hawaii University provides 18 to 28 percent raise 563
Corporate management invades academe 630
The costs - and the pressures - continue to rise 658
The costs of efficiency: Implications of educational technology 16

Court and campus - striking a new balance 679
Creative survival in educational bureaucracies 21
Credentialing by tests or by degrees: Title VII of the Civil Rights Act and Griggs v. Duke Power Co. 100
Creeping unionism revisited 234
Crises and contingencies for the small private college 660
Criteria for staffing the small college 23
A critical examination of selected collective negotiation contracts from public community colleges 376
A critical investigation of policies and procedures pertinent to tenure and the grievance procedure, both before and after collective bargaining, at public community-junior colleges 923
A critique of planning models for post secondary education: Current feasibility, potential relevance, and a prospectus for further research 661
CUNY guidelines allow 'summary dismissal' of faculty, AAUP charges 927
Current and emerging labor relations issues in higher education 671
Current developments in federal law affecting equal employment opportunity in higher education 84
Current references and information services for policy decision-making in state and local government labor relations: A selected bibliography 1036
Current status of college students in academic collective bargaining 912

The dean's participation: Necessity or lunacy? 814
Death of a dream: The variables which determine what bargaining agent is chosen at a four year college 995
Decision-making and the law in higher education -- emphasis on student rights: Essay and bibliography 916
Decision-making under collective bargaining 203
Decision models in academic administration 605
Defanging the teachers union 986
Defining faculty responsibility: The individual and his profession 816
Delivery of legal service to institutions of higher education 676
Demographic and non-demographic variables associated with the Florida State University faculty members' attitudes toward collective bargaining in higher education 561
The department chairman - in or out? 510
The department/division chairman: Characteristics and role in the community college 513
Depression, recovery, and higher education. From the general secretary 968
A description and analysis of faculty grievances and faculty grievance procedures in New York State community colleges 650
A descriptive study of Central Michigan University student attitudes toward collective bargaining 895
Design and implementation of a governance structure at the faculty-administrative interface 589
Determination of bargaining units for college faculties 185
Developing trends in content of collective bargaining contracts in higher education 357
A development, comparison, and contrast of selected faculty administration consensus regarding collective bargaining contracts in Connecticut's four subsystems of public higher education 359
Development in the law-academic freedom 4
Developments in the law. Equal protection 67
Discharge of striking Lake Michigan professors upheld 868
Discrimination cases: A summary 380
Disparities between university and private sector collective bargaining 223

Dispute settlement techniques 656
The divided academy; professors and politics 269
DOL issues revised rights on student subminimum wages 894
Drafting of uniform testing guidelines 68
Dunlop opposes teacher strikes: Ford welcomes NEA to White House 869
The duties and responsibilities of the department/division chairman in the community colleges 514

Early retirement problems analyzed 575
The eclipse of confidentiality 815
The educational consumer and academic collective bargaining 913
EEOC reporting form for educational institutions 69
The effect of collective bargaining on governance in physical education departments 601
The effects of faculty collective bargaining on higher education: Proceedings of a conference held in Boston, Massachusetts 256
Effects of layoff economy on minority labor gains 838
Elmira College (New York) 5
The emergence of faculty bargaining in New Jersey 205
Emerging patterns of faculty bargaining 235
Emerging sources of student influence 900
The Employees Retirement Income Security Act of 1974 578
Employer bargaining obligation; 'dealing' with faculty senate as 'bypass' of bargaining representative 738
The employer's burden of proof 521
Employment-rights laws and how they're enforced 74
Encountering the unionized university 297
Ending discrimination in higher education: A report from ten states 537
Equal benefits in retirement - A case for equity 49
Equal employment opportunity on campus: Issues in 1974 129
Equal employment opportunity - responsibilities, rights, remedies 117
Equal employment + equal pay = multiple problems 130
Equal opportunity and tenure quotas 58
Equal opportunity must begin at home 102
The equal pay boondoggle 526
An ERIC review...community college trustees 955
Escape from the doll's house 1003
The evaluation of collective bargaining as it relates to higher education in America 217
The evaluation of university faculty and administrators: A case study 818
Evolution of the S.U.N.Y. grievance procedure from the first contract to the second 652
Excerpts on selected topics in collective bargaining agreements and a brief review of the status of collective bargaining in community colleges, 1972 to 1975 342
The existence of both academic and union models of governance at Rider College 590
Exorcising HEW 686
Expectations of presidents, board members, and faculty negotiators for the role of the New Jersey County-Community College President in faculty-board negotiations 39
An experiment on governance: The Ohio Faculty Senate 627
Experts advise state lawmakers on bargaining 707
An explanation of faculty attitude toward collective bargaining in selected Ohio higher education institutions 548
An exploratory analysis of the consequences of collective bargaining in higher education 254
The extent of collective bargaining in higher education - a pilot study 246
External forces affecting higher education 583

Factors influencing medical school faculty disposition toward collective bargaining 182
Faculty attitudes and the election of a bargaining agent in the Pennsylvania State College System, Pt. I 545
Faculty attitudes and the election of a bargaining agent in the Pennsylvania State College System, Pt. II 565
Faculty attitudes at Florida A & M University toward collective bargaining and their relationship to shared authority and selected demographic variables 570
Faculty attitudes move toward collective bargaining 542
Faculty bargaining (Semas) 300
Faculty bargaining (bibliography) 1037
Faculty bargaining: A conceptual discussion 206
Faculty bargaining associations: National objectives versus campus contracts 975
Faculty bargaining; change and conflict 236
Faculty bargaining comes to Hawaii 299
Faculty bargaining in 1973: A loss of momentum? 207
Faculty bargaining in the seventies 311
Faculty bargaining units in higher education 187
Faculty-board relations 819
Faculty clerks at Michigan campuses join AAUP and UAW 791
Faculty collective bargaining 281
Faculty collective bargaining: The end of professionalism--or the road to effective education 824
Faculty collective bargaining: A status report 209
Faculty collective bargaining and academic decision making 374
Faculty collective bargaining and the law schools - a panel discussion 243
Faculty collective bargaining and the state college president 22
Faculty collective bargaining in higher education: A management perspective 277
Faculty collective bargaining in higher education: An independent perspective 230
Faculty collective bargaining in higher education: An organization perspective 320
Faculty collective bargaining in higher education: An overview; a management perspective; an organization perspective; and an independent perspective 263
Faculty collective bargaining in post secondary institutions: The impact on the campus and on the state 227
Faculty contract approved at University of Rhode Island 364
Faculty governance and collective bargaining: An early appraisal 585
Faculty grievance at S.U.N.Y.: The first two years under a negotiated contract 653
Faculty job satisfaction and bargaining sentiments: A case study 544
Faculty professionalism in academic collective bargaining agreements 820
Faculty receptivity to organizational change 550
Faculty retraining in Florida state universities 842
Faculty salaries shown rising 852
Faculty salary and tenure tables 853
Faculty stakes in collective bargaining: Expectations and realities 264
Faculty status for academic librarians: A history and policy statements 728
Faculty strike ends at Penn. College 870
Faculty strikes settled 877
Faculty, student and staff attitudes toward potential collective bargaining issues at the Ohio State University 567
Faculty support of traditional labor tactics on campus 566
Faculty tenure: Percentage policies and consequences 924
Faculty trusteeship and collective bargaining: Can faculty representation on governing boards be an effective alternative to collective bargaining? 607

Faculty union activity in higher education, 1974 237
Faculty unionism: From theory to practice 238
Faculty unionism: Is it inevitable? 282
Faculty unionism among the fir trees 229
Faculty unionism and faculty senates 623
Faculty unionism and university governance 625
Faculty unionism in the west. Symposium: Faculty unionism project 239
The faculty unionization challenge: One administration's response 38
Faculty unions and collegiality 620
Faculty unions and governance 637
Faculty unions talking cooperation-gingerly 991
Faculty voting behavior in collective bargaining elections with special focus on the no bargaining option 557
Faculty voting behavior in the collective bargaining agent election for the Pennsylvania state colleges 558
Faculty voting behavior in the Temple University collective bargaining elections 563
Faculty walkouts 878
Faculty workload 1012
Faculty workload and collective bargaining 1013
The fate of an idea whose time has come: Anti-discrimination law in the second decade after Brown v. Board of Education 523
Fates and fortunes of the community college 341
Federal laws: Nondiscrimination and faculty employment 536
Federal legislation for public employees, a management perspective 694
Federal legislation for public employees, a union perspective 688
Federal legislation for public sector collective bargaining 681
Federal regulations and the employment practices of colleges and universities. A guide to the interpretation of federal regulations affecting personnel administration on campus 110
Federalism and the universities 683
Fewer data required 75
57 rights groups hit HEW on anti-bias enforcement 76
Final offer arbitration 147
Financial exigency-rights, responsibilities, and recent decisions 848
First-level management: Legal implications and responsibilities for selection and retention of faculty 19
The 5 most cited reasons for faculty unionization 272
Florida affiliates of AFT and NEA announce merger plan 970
The formation of bargaining units: The problems of exclusion and inclusion 330
Forms of campus governance: Joint participation, separate jurisdictions and collective bargaining 629
$4,400 raises negotiated over two years by affiliate in Youngstown 365
4 faculties on strike 879
Four-NEA faculty leaders express views on value of bargaining approach to serious faculty concerns in a belt-tightening era 546
Fractious academy: A Canadian approach to dispute resolution 429
Fundamentals of negotiating 735
The future of trusteeship: The role and responsibilities of college and university boards 951

GAO (General Accounting Office) investigation of university compliance 86
A generic model for collective negotiations legislation for a community college system 347

Georgia told to pay faculty increases 861
Governance: Sources and information 615
Governance and coordination of California higher education 587
Governance as education: The Dawson approach 612
Governance by confrontation: Adversarialism at the university 631
Governance of higher education 591
Governing a multicampus district 643
Governing the university 598
Governor vs. regents 634
A governor's message to trustees - collective bargaining: The 'hulking behemoth' 274
Graduate assistants' response to unionization: The Minnesota experience 888
Grievance arbitration and its role in the settlement of professional negotiation disputes in higher education 646
Grievance - arbitration procedures and contract administration 648
Grievance procedure in higher education contracts 644
Grievance procedures: Real and ideal 647
Guidelines for determining the inclusion/exclusion of department chairmen in faculty collective bargaining units in American higher education 511
Guidelines on collective bargaining 328

Handbook on collective bargaining 317
Has the tide turned for faculty unions? 304
HEW and labor charged with endorsing sex discrimination 409
HEW format for university affirmative action plans 93
HEW memorandum to college and university presidents 94
HEW plans to probe vocational schools' race and sex bias 95
HEW retains pension benefits language in new Title IX regs. 96
HEW softens bias stand 77
HEW warns Southern California, St. Louis University on affirmative action 97
High court case may affect teacher bargaining 382
High court lets teacher dismissal ruling stand 381
Higher education: The law and parameters for accion 388
Higher education and collective bargaining 226
Higher education and collective bargaining: A developmental model 276
Higher education and service to our states 303
Higher education and the labor market 244
Higher education collective bargaining: Other than faculty personnel 1029
The higher education community and federal legislation 685
Higher education with fewer teachers 834
The history of unionism in American higher education 245
Holt asks court order before HEW can see school records 899
Houston Baptist University 6
How affirmative is the action for administrative positions in higher education 128
How courts will enforce laws on sex bias 78
How large should the central personnel function be in a college or university 25
How Southern Illinois University broke 28 tenured contracts 930
How to analyze the fairness of faculty women's salaries on your own campus 53
How to beat tenure quotas; the union victory at City University, New York 922
How to develop a teacher-rating instrument: A research approach 823
How to live with faculty power 27

Identification, analysis and comparison of the opinions of groups of selected state leaders in education concerning collective bargaining statutes in twenty-nine states 710
If I were a trustee 949
The illusion of affirmative action 87
Impact of collective bargaining on faculty salary structures in Michigan community colleges 854
Impact of collective bargaining on conflict resolution practices 657
The impact of collective bargaining on faculty at two-year public colleges 352
The impact of collective bargaining on university governance 586
The impact of faculty collective bargaining on college and university governance 613
The impact of faculty unions on governance 614
Impact of Supreme Court's Albemarle decision 524
Impact on unionism of governance 596
Impasse-resolving procedure and academic staff salary negotiations 337
Implications for community college governance under collective bargaining 622
Improving and assessing performance: Evaluation in higher education 15
Increased unionizing seen at AFT higher education meeting 973
An index to the education amendments of 1974: A report to the states 704
Indiana public employee bargaining law bans strikes, widens scope of IEERB 717
Indiana University gets grant to create information center 828
Information sources for New Jersey public sector collective bargaining 1033
Insights into higher education: Selected writings of CSHE, 1969-1973. Vol. I: Governance 633
Institutional goals and faculty attitudes toward collective negotiations 552
An internal change agent's role in restructuring university governance 610
An introduction to collective bargaining in higher education 309
Is the tenure controversy a red herring? 937
Issues of collective bargaining at the University of California - Berkeley 265

Judicial enforcement of academic tenure: An examination 939

Labor law: Employer successorship. Internal union discipline. Bargaining units for university faculties 672
Labor law decisions of the Supreme Court, 1974-75 term 383
Labor Law/Relations Institute set for November 20-21 in N.Y.C. 673
Labor relations: Symposium 268
LAIRS Civil Service Commission's contract data bank, now in full operation 370
The large turf of faculty unions is likely to expand substantially 240
Latest draft of proposed uniform testing rules 104
Laws on faculty bargaining 712
Legal issues in higher education, 1969-1970: A selected annotated bibliography 1032
Legal problems in higher education 677
Lehigh University: A report on a case of excessive probation 8
Librarians in faculty unions 731
Living with the agreement 295
Lobbying: A guide for students 901
Local cosmopolitanism and collective bargaining in a state college system 212
Low salaries cause of strike by U. of Michigan graduate workers 871

Making affirmative action work 61
Making the affirmative action plan work 90

Management in institutions of higher education 20
The management of decline 837
Management rights in collective bargaining and the impact on presidential autonomy 609
Management rights in college contracts 360
Managing academic change: Interactive forces and leadership in higher education 664
Managing multicampus systems: Effective administration in an unsteady state 663
Managing the management team 247
Many universities are not serious about hiring black women 92
Maryland faculty is torn by a 'modest proposal' 843
Mathematics and sex 1002
Means and ends: The evolution of federal administration doctrine on equal employment opportunity 119
Measuring faculty effort: New directions for institutional research 1010
Measuring faculty unionism: Quantity and quality (Aussieker) 197
Measuring faculty unionism: Quantity and quality (Gold) 242
Medical school faculty tenure procedures were sex biased; minorities and females improperly excluded from non-faculty jobs; sex-designated job classification was biased; high school requirement was biased against Negroes 527
MERC says strikes are not violations of union's bargaining obligation 873
Merged NEA-AAUP organization elected by Kent State faculty 977
Merger plan in Louisiana accepted by NEA committee 978
Michigan College faculty contract bigger, better with agency shop 371
Michigan State University faculty rejects unions 541
Middlegrove: The locus of campus power at a state university 619
Minnesota teachers challenge union authority 979
Minnesota's statewide board-faculty contract 368
Minority women and higher education 998
Mondale wants teachers in Unemployment Compensation System 581
Montana Supreme Court affirms public employees right to strike 874
More or less: Academic planning with faculty without new dollars 665

NACUBO comments on student wage rules 904
National Faculty Associations in collective bargaining: A comparative discussion 976
NCAA urged to withdraw its women's sports plan 79
NEA-AFT merger? 992
NEA calls for NLRA coverage of public employees, not separate law 687
NEA prepares for Minnesota shop fee fight 980
NEA pushes for teachers' rights 971
NEA says 80 percent of election winners backed by teachers 981
NEA steps up plans to organize professors 301
NEA wins first representation election among Florida teachers 982
NEA wins in affirmative action 111
NEA's Harris and AFT's Shanker debate organizational differences 983
Neglected issues in federal public employee bargaining legislation 831
New agreements reached on two Rhode Island campuses 984
New contract for Somerset faculty 373
New Hampshire extends bargaining rights to all public employees 721
New Hampshire professors exempt from public collective bargaining 795
New Jersey college teachers end strike (state colleges) 875
The New Jersey teachers strike 866
A new look at tenure: A management imperative 929
New pact signed at Portland, Oregon Community College 345
New partners, old problems 582
New president, similar policies mark NEA annual meeting 985
New research on women at the University of Michigan 1005
New salary rates set for University of Wisconsin, MATC instructors 858
New Title IX regulations: How they affect employment 112

New York Court awards female professor tenure in sex bias case 528
Newsletter 280
The next ten years 343
Nine myths, nine realities: The illusions of steady state 840
1975 legislative activity progress report on post secondary collective negotiations bills 705
1974 reports on cases of late notice 9
The NLRB and the appropriate bargaining unit 736
NLRB consideration of intern, resident status 741
NLRB denies U. of Vermont professors appeal 787
The NLRB in higher education 739
NLRB jurisdiction over colleges and universities: A plea for rule-making 740
NLRB orders election at Goddard College 788
NLRB rules on three college bargaining issues 742
NLRB rulings on the department chairmanship 512
NLRB to reconsider jurisdiction over Howard 756
NLRB's assertion of jurisdiction over universities 744
NLRB's jurisdiction upheld 764
The "no agent" vote at N.Y.U.: A concise legal history 539
'No representative' victories in faculty collective bargaining elections 564
No settlement in N.J. colleges, but professors teaching again 876
North Carolina teacher wins $86,655 in free speech case 475
Note. Title VII and employment discrimination in 'upper level' jobs 51
Numbers and subject of selected documents on educational administration 1031
Occupational inclusions in faculty bargaining units 180
OCR to 'process' 53 complaints, 41 affirmative action plans 113
OFCC hearings on academic job compliance 114
Office of civil rights memorandum 'classified' affirmative action 50
Ohio's Gov. Rhodes aims to cut regents' power 635
On equal monthly retirement benefits for men and women faculty 576
On learning to live with collective bargaining 287
On the imposition of tenure quotas 920
Opposition to Berkeley affirmative action plan persists 115
Orderly system needed for public sector bargaining 283
Oregon Court paves way for campus-by-campus bargaining 479
Oregon grants students third party bargaining status 906
Organizing the eggheads, professors and collective bargaining 194
Orientation packet 190

Panel talk leaves student bargaining issue unresolved 907
Participatory governance - a losing model 606
Participatory something or other through bargaining 732
Pennsylvania Education Association signs new contract for 4,000 employees 375
PERC issues new rulings on bargaining scope, timetable, and unfair practices 798
Perceived influences of collective bargaining on selected faculty involvement issues in Iowa area community colleges and vocational schools 192

Perceptions of post-bargaining changes in organizational structure and locus of institutional decision-making in selected community colleges 608
The perilous presidencies 40
Personal liability of trustees of higher educational institutions 952
Personnel management in higher education 31
Personnel policies and federal concerns 811
A perspective on accountability 14
Planning and budgeting for higher education in the inflationary 1970's 659
Planning by committee: The grey flannel panel 640
Planning for growth 662
Planning through financial exigency and an alternative to tenure. Preface toward a case study 925
Playing games with affirmative action 88
Politics of collective bargaining 262
Possible mechanisms for faculty participation in multicampus governance at Valencia Community College 597
Post secondary public employment legislation revised status report 706
Power politics in the university 37
The practice of collective bargaining 202
Preference for a bargaining representative: Some empirical findings 232
Prejudice in academe 89

The presidents of the faculty collective bargaining units in United States institutions of higher education 963
A primer on collective bargaining for college and university faculty 231
Priorities for action: Final report of the Carnegie Commission on Higher Education 592
Private college bargaining problems 318
Probing discrimination 522
Professional associations and bargaining agents 733
Professional librarians' attitudes toward professional and employee associations is revealed by academic librarians in seven midwestern states 730
Professional negotiations and collective bargaining theory: A descriptive and comparative analysis 290
Professor Higgins' complaint, or the pension treatment of women who refuse to act like men 55
Professor is winner in retirement case: University to appeal [illegible]
Professor sees bargaining laws threatening sovereignty 689
Professors and unions: The faculty senate: An effective alternative to collective bargaining in higher education? 588
Professors censured 11
Professors group to develop "salary kit" 859
Progression curves in salary administration for colleges and universities 864
Promotion: Practices, policies, and affirmative action 91
A proposal for improving college arbitration 143
Prospective issues at the academic collective bargaining table 275
Protests by Maryland professors unprotected by First Amendment 434
Public employee bargaining bill rejected by Virginia Commission 725
Public employee bargaining examined in Maryland 719

Public employee unionism is here to stay 826
Public employees: Right to bargain collectively 720
Public employment bibliography 1018
Public school employees: Bargaining rights 715
Public sector bargaining conference forsees federal law 690
Public sector labor relations 1037
Public sector labor relations in 1974 830

A quasi-experimental study of behavior in the professional negotiations process 258

Race and sex bias found at Bowling Green University 530
A reaction to Chait's address 942
Readings in public sector labor relations 1037
Recent developments in student affairs 898
Recent developments under pension law 574
Reforming college governance 636
The relationship between university faculty and administrators' perceptions of institutional goals-functions and faculty attitudes toward collective negotiations 553
The relationship of role expectations to faculty behavior 817
Releasing student records 896
Report of the Regents Task Force on university governance and collective bargaining 618
Report on case-handling developments at NLRB 743
Report on 1975 Midwest Labor Law Conference: Part II 674
Research data on tenure and governance under collective bargaining 941
A research survey - Faculty collective bargaining: Does the student win? 889
Resolutions of AFL-CIO's Industrial Union Department 987
Resources for shaping collective bargaining laws to meet the special needs of higher education 699
Resources on academic bargaining and governance 1035
Retail-service establishments, farms, employment of full-time students 908
Retrenchment, layoff and termination 839
Reverse discrimination pleas by colleges called "smokescreen" 531
The right of a college administration to speak out during a union organizing drive 994
Rights crackdown on colleges urged 80
Role-choice orientation of Michigan public community college presidents in collective bargaining negotiations: A study in role-conflict resolution 32
The role of department chairmen in collective bargaining: The University of Delaware experience 508
The role of the academic dean 638
Role of the chief executive officer 33
Role of the department chairman in collective bargaining 516
The role of the department chairman in governance at Rhode Island Junior College 509
The role of the university counsel in dealing with Equal Employment Opportunity complaints 138
Rutgers puts 94 on notice 846
Rutgers symposium on EEOC's tenth anniversary 121

Salary equity adjustments: For whom and how much? 855
Sample master contract for colleges and universities 372
Sandler blames HEW "ineptness" for affirmative action problems 122
Scope of public sector bargaining in 14 selected states 825
The search for new models in faculty bargaining 298

Secret evaluations are as helpful as secret grades 910
Select bibliography of higher education in Canada 1021
Selected issues in higher education; an annotated bibliography 1024
Selective bibliography of materials in labor relations of interest to colleges and universities 1030
Self-examination at Hartford 632
Sen. Tower introduces bill exempting money sports from Title IX 125
The setting and scope of collective negotiations in higher education 241
Sex-bias curbs due to take effect 81
Sex-bias hearings 534
Sex-bias in athletics 535
Sex discrimination, educational institutions and the law: A new issue on campus 533
Should a judge grant tenure 936
Significant legislation trends in negotiations: Federal law--State law--No law situations 691
Simpler rules 140
Size of university classes and student evaluations of teaching 893
Slowdown in Shippensburg 844
Some effects of collective bargaining on the art of campus administration 18
Some implications of unionization of faculty 322
Some Pennsylvania experiences, collective bargaining - Higher education 286
Some primary concerns expressed by campus administrators, trustees, faculty, students, unions and taxpayers about collective bargaining laws 191
Some suggested advantages and disadvantages of collective bargaining 195
Some thoughts on affirmative action 59
Some top universities retrenching 845
Southern Appalachia: A special challenge 595
Special joint committee reviews Pennsylvania public sector bargaining law 723
The state and private colleges and universities: The politics of higher education in New York 667
State bargaining legislation. Report of the Subcommittee on State Collective Bargaining Legislation Affecting Higher Education 708
State lawmakers meet to consider public employee bargaining 693
The states struggle to define scope of teacher bargaining 829
Status of student personnel workers in collective bargaining in higher education 885
Status of women in higher education: 1963-1972. A selective bibliography 1020
Statutory responses to collective bargaining in institutions of higher learning 684
Steady-state issues for the bargaining agent 600
Strategies and procedures used in developing goals for an Equal Employment Opportunity Affirmative Action Program 52
Strike hits eight public colleges in New Jersey 880
Structural realities of collective bargaining in public higher education 42
Student involvement with collective bargaining 887
Student lobbyist 905
Student participation in the governance of institutions of higher education: An annotated bibliography 918
Students and bargaining 915
Students, collective bargaining, and unionization 902
Students get role in teacher negotiations 911
Students, strikes and unions 909
A study of faculty collective bargaining in Michigan community colleges 349
Study of grievance procedures for public contracts available 654

A study of the attitudes of local boards of trustees, administrators and faculty senates or unions in Illinois public community colleges toward selected collective bargaining issues 355
A study of the factors which influence the course of collective negotiation toward resolution or impasse in selected Michigan community colleges 655
A study of the impact of unit determination for collective negotiations in public higher education upon the professional role of student personnel workers 897
A study of the organizational procedures for collective negotiations in 15 selected Michigan community junior colleges 356
A study of the procedures used in collective bargaining with faculty unions in public universities 216
A study of the relationships between Colorado Community College faculty members' attitudes toward collective negotiations and their perceptions of the management styles used at their colleges 540
A study of trade unionism among state college professors 249
Studying faculty workload 1014
Suggested inclusions in state legislation for higher education institutions which wish to name the board of governors as employer 700
Suggested inclusions in state legislation for higher education institutions which wish to name the chief executive officer as employer 701
Summary of state labor laws 714
SUNY units asked to clarify tenure--CUNY board to review procedures on tenure 946
Supreme Court rules on pregnancy 386
Supreme Court rules on union reps at misconduct hearings 387
A survey of experience in academic collective bargaining 278
Survey of house staff benefits at forty-four medical schools 572
A survey of research concerns on women's issues 1001

Teacher and administrator attitudes toward collective negotiation issues 562
Taking a good look 228
Teacher job security under collective bargaining contracts 938
Teacher salaries and the U.S. economy 856
Teacher tenure as a management problem 933
Teacher who breast-fed baby on job wins reinstatement 149
Teachers challenge union 385
"Teachers in higher education are being ripped off" says new NEA president 308
Teachers win another victory in maternity leave campaign 1008
Teaching aides end strike at University of Michigan 881
Ten lessons learned from a strike 883
Tenure 928
Tenure: A new high priority issue 935
Tenure and retirement 944
Tenure and Title VII 934
Tenure laws in theory and practice 931
Tenured faculty members at U.S. colleges and universities 921
Tenure's tenure may be at an end 947
Termination of faculty appointments because of financial exigency, discontinuance of a program or department, or medical reasons 847
Text of charges that federal anti-discrimination efforts lag 107
Thompson says education policy not a bargaining matter 822

Title VII implications of the use of degrees in the higher education employment process 101
Title VII provides no relief for reverse bias cases, court rules 133
Title IX, education amendments of 1972 85
Title IX sex discrimination regulations 134
To what extent do the devices, techniques, and procedures of industrial relations apply to higher education? 259
Tort liability of governing boards, administrators and faculty in higher education 675
Training program for arbitrators 148
Transition to bargaining in a multicampus system 315
Trends and patterns of change in public community college collective bargaining contracts 369
A trustee takes the offensive-defanging the teachers union 953
29 major universities facing loss of all federal contracts 135
29 universities warned U.S. may withhold contracts 82
266 institutions, with 431 campuses, that have collective bargaining agents 974
Two steps backward: Report on the economic status of the profession, 1974-75 862
The tyranny of reverse discrimination 99
Trustees at the bargaining table 950

The "uncertain interim" between the vote and the contract 198
Understanding fact-finding and arbitration in the public sector 832
Understanding grievance arbitration in the public sector 833
Understanding the Rodda Act (SB 160): The statute on meeting and negotiating in public educational employment 709
Unequal pension solution delayed for more study 136
Unfair labor practices in the academic setting 257
Union access to financial information 759
Union balloting 569
Union demands lead college president in Pa. to resign 41
Union leaders vote to cut NEA ties 993
Union organizing at private colleges and universities: A prognosis revisited 296
Unionism, an experiential report 233
Unionism and collective bargaining among academic employees in higher education: Job satisfaction, attitudes, and individuals' perceptions of self and faculty consensus in rating contract items 568
Unionism in higher education: A study in the sociology of law and organizations 307
Unionization: The viewpoint of librarians 729
Unionization and faculty compensation 849
Unionization and institutional planning 666
Unionization of college faculty called threat to campus unity 312
The unicnization of professors at The University of Delaware 293
Unionization of university professors: Suggestions and safeguards 331
Unionization will aid college faculties 642
Unions on campus 199
Unit determination 183
Unit determination in four-year colleges and universities: One aspect of the problem 181
The U.S. Congress and public employee legislation 695
University counsel - scope and mission 678
University employees: Bargaining rights 718
University fair employment practices litigation strategy and tactics 131

University goals and collective bargaining 554
U. of Maryland charged with bias 538
U. of Michigan clericals gain 7 percent raise under first pact 863
University of Michigan conference views impact of bargaining on campus 313
University of Science and Arts of Oklahoma 12
University of Wisconsin-Madison faculty compensation in the 1975-77 biennium 857
The university that said no to the guidelines 137
Unladylike and unprofessional: Academic women and academic unions 1006
An unsteady state 306
Up or out for the tenure system 940
Usery and Kheel vent views on future of public employee bargaining 696
Usery on federal collective bargaining 697
Using consultants 289
Utah public employees vote to alter "no-strike" clause 882

Vademecum of a campus unionizer 325
A View from the bridge 28
Views of trustees and union leaders: A comparison of the views of the trustees of Massachusetts institutions of higher education with those of AFT and NEA faculty organizations of decision-making, governance and collective bargaining 954
The Virginia Community College system: A report on tenure and due process 948
The vital small college: Strategies and missions 669
Voting patterns of Pennsylvania State College faculty in a collective negotiations election 559

Wage and salary administration bibliography 1037
Washington Attorney General says community college faculty members cannot negotiate agency provisions 354
A way out of the faculty load muddle 1011
What constitutes an "education program or activity" under Title IX? Are programs that do not directly receive federal funds, such as athletics, covered? 118
What does affirmative action affirm? A viewpoint 116
What does tenure guarantee? 945
What is a union? 332
What price accountability? 13
What role should students play in collective bargaining? 903
What Title IX means 98
What's past is prologue 972
When faculties are reduced 841
Where bargaining laws stand in 7 states 713
Who's a pro? 821
Who's afraid of collective bargaining? Students 917
Why faculties bargain 348
Will government patronage kill the universities? 682
Will unions replace the faculty senate? 603
Wisconsin University faculties vote to affiliate with AFT 997
With little history, debate or thought 142
Witnesses differ on scope of Title IX 141
Women and the power to change 1004
Women on campus; the unfinished liberation 1009
Women on the campus and collective bargaining: It doesn't have to hurt to be a woman in labor 1007
Women with doctorates 1000
Women's centers: Where are they? 999
Workings of state bargaining law examined at Pennsylvania conference 724

ARBITRATION AWARDS

Association of Penn. State College and University Faculties/Penn. Association for Higher Education and Commonwealth of Pennsylvania 170
Association of Penn. State College and University Faculties/Penn. Association for Higher Education and Commonwealth of Pennsylvania 171
Association of Penn. State College and University Faculties/Penn. Association for Higher Education and Commonwealth of Pennsylvania 172
Association of Penn. State College and University Faculties/Penn. Association for Higher Education and Commonwealth of Pennsylvania. (Kutztown State College.) 168
Board of Higher Education and Professional Staff Congress/ CUNY 158
Board of Trustees of Junior College District No. 508, County of Cook, State of Illinois v. The Cook County College Teachers Union, Local 1600 et al. 152
Bucks County (Pa.) Community College and Bucks County Community College Federation of Teachers, Local No. 2238 175
Commonwealth of Pennsylvania and Association of Penn. State College and University Faculties/Penn. Association for Higher Education 174
Commonwealth of Pennsylvania and Association of Penn. State College and University Faculties. (Lock Haven College.) 169
CUNY Professional Staff Congress and Board of Higher Education of City of New York 159
Erie Community College and Faculty Federation of Erie Community College 160
Ferris State College Faculty Assn. and Ferris State College 156
Ferris State College Faculty Assn. and Ferris State College 155
Finger Lakes Community College and Faculty Association 161
Jackson Community College and Jackson Faculty Assn. 157
Lakeshore Vocational, Technical Institute and Adult Education, District 11 and Lakeshore Education Assn. 176
Milwaukee Area Technical College and AFT, Local 212 177
Monroe (N.Y.) Community College and Monroe Community College Faculty Assn. 162
Northeast Wisconsin Technical Institute and Faculty Association 178
Onondaga Community College Federation of Teachers, AFT, and Onondaga Community College 165
Onondaga Community College Federation of Teachers, AFT, AFL-CIO and Onondaga Community College 163
Onondaga Community College Federation of Teachers, AFT, AFL-CIO and Onondaga Community College 164
Onondaga Community College Federation of Teachers and Onondaga Community College 166
The Ontario Council of Regents for Colleges of Applied Arts and Technology 150
Thornton Community College (So. Holland, Ill.) and Thornton Community College Faculty Assn., Cook County College Teachers Union, Local 1600 154
Thornton Community College and Thornton Community College Faculty Assn., Chapter of Cook County Teachers Union Local 1600, AFT 153
University of Quebec at Montreal and Society of Professors of the University of Quebec 151
(Westchester State College) Commonwealth of Penn. and Association of Penn. State College and University Faculties/Penn. Assn. for Higher Education 173
Youngstown State University and Youngstown State University Chapter of the Ohio Education Assn. 167

COURT CASES

AAUP et al. v. Bloomfield College 459
AAUP v. Penn. Labor Relations Board 480
Adams v. Richardson 537
Adams v. Smith College 436
Adams v. Smith College 437
Albemarle Paper Co. v. Moody, U.S. 377
Albert Einstein Medical Center v. Pa. Labor Relations Board 492
Alberti v. Erie County 463
Alexander v. Gardner-Denver Co. 401
Apter v. Richardson 407
Arroyo v. Regents of the University of California 391
Associated Students of the University of Colorado v. The Regents of the University of Colorado 402
Association of New Jersey State College Faculties, Inc. v. New Jersey Board of Higher Education 460
American Association of University Professors, University Park Chapter, v. Pennsylvania Labor Relations Board 489
Badger v. The Penn. State University 481
Barnes v. Washington State Community College District 502
Barrett v. Eastern Iowa Community College District 427
The Board of Regents of the University of Nebraska v. A. Neil Dawes, et al. 451
Board of Regents of University of Nebraska v. Dawes 452
Board of Trustees v. Cook County College Teachers Union 419
Board of Trustees v. Cook County College Teachers Union 420
Board of Trustees v. Cook County College Teachers Union 421
Bosanti v. Miami-Dade Junior College 410
Bowling v. Mathews 389
Braden v. University of Pittsburgh et al. 482
Brennan v. Morrissey 438
Brennan v. Morrissey 439
Brennan, etc. v. Tennessee Technological University, et al. 496
Brown v. Board of Education 523
Brown v. Stopher 476
Burdeau v. Trustees of the California State Colleges 392
Burdeau v. Trustees of the California State Colleges 393
Callanan v. Boston State College 440
Cathcart v. Anderson 503
Chung v. Morehouse College 415
Chung v. Park 378
Clark v. Atlanta University 416
Clasby v. University of Miami 411
Cohen v. Illinois Institute of Technology, et al. 422
Cohen v. Illinois Institute of Technology, et al. 423
Cole v. University of Hartford 403
Community College of Beaver County and Community College of Beaver County Society of the Faculty, NEA 483
Compton v. Mt. San Antonio Community College Board of Trustees 394
Cornwell v. University of Florida 412
Cotten v. Board of Regents of the University System of Georgia 417
Cussler v. The University of Maryland 432
Decker-Gregg v. Scarlett 379
EEOC v. National Academy of Sciences 408
Endress v. Brookdale Community College 461
Equal Employment Opportunity Commission v. Tufts Institution of Learning 441
Equal Employment Opportunity Commission v. University of New Mexico 462
Frost v. Trustees of California State University and Colleges 395
Garnel v. Bunzel 396
Gene Busboom et al., v. Southeast Nebraska Technical Community College 453
Gene Busboom et al., v. Southeast Nebraska Technical Community College 454
Goodman v. New York University 464
Gorman v. University of Miami 413

COURT CASES (continued)

Griggs v. Duke Power Co. 100
Hibbs v. Board of Education of Iowa Central Community College 428
Isaacs v. Board of Trustees of Temple University 484
Johnson v. Board of Regents of the University of Wisconsin 506
Johnson v. Harvey 498
Jolivet v. Elkins 433
Kaprelian v. Texas Woman's University 499
Kilcayne v. Morgan 473
Krausen v. Solano County Junior College District 397
Kutska v. California State College 485
Labat v. Board of Higher Education of the City of New York 465
Lake Michigan College Federation of Teachers et al. v. Lake Michigan Community College et al. and Kelly, etc. 477
Lake Michigan College Federation of Teachers v. Lake Michigan Community College 443
Lake Michigan Federation of Teachers v. Lake Michigan College 444
Lake Michigan College Federation of Teachers and Shaffer, et al. v. Lake Michigan Community College, et al. 445
Lewis v. Salem (N.C.) Academy and College 474
Livingston v. Minn. State Junior College Board 446
Loebeck v. The Idaho State Board of Education 418
Longwood College and Virginia Polytechnic Institute 501
McRae v. Goddard College 500
Markwell v. Culwell 384
Martinez v. Carrion 493
Martinez v. Carrion 494
Mid-Plains Education Association v. Mid-Plains Nebraska Technical College 455
Miller v. Brachen 425
Minnesota State College Board, et al. v. PERB et al. 448
Minnesota State College Board v. Public Employment Relations Board 449
Minnesota State College Board and Minnesota Department of Personnel v. Public Employment Relations Board 447
Mortenson v. Syracuse University et al. 466
New York Institute of Technology v. Council of Metropolitan and Old Westbury Chapters, AAUP et al. 467
NLRB v. Wentworth Institute and Wentworth College of Technology, Inc. 442
Ortwein v. Mackey 414
Peacock v. Board of Regents of the Universities and the State Colleges of Arizona 390
Pendrell v. Chatham College et al. 486
Pendrell v. Chatham College 487
Pennsylvania Labor Relations Board v. State College Area School District, the Board of School Directors; Appeal of State College Area Education Assn.; Appeal of AFSCME, AFL-CIO 488
Perez Goncalez v. Irizarry 495
Professional Staff Congress/CUNY v. Board of Higher Education of the City of New York 468
Rabinowitz v. Board of Junior College 424
Rackin v. The University of Pennsylvania et al. 490
Rehor v. Case Western Reserve University 478
Roseman v. Hassler 426
Saunders v. Reorganized School District No. 2 of Osage County 450
Scott v. University of Delaware 404
Scott v. University of Delaware, et al. 405
Sheppard v. West Virginia Board of Regents 505
Sime v. Trustees of State University 399
Sime v. Trustees of the California State University and Colleges, et al. 398
Soni v. Board of Trustees of The University of Tennessee 497

COURT CASES (continued)

Steinberg v. Elkins 435
Strunk v. Western Kentucky University, et al. 429
Temple University of the Commonwealth System of Higher Education v. Penn. Labor Relations Board 491
Trivits v. The Wilmington Institute, et al. 406
University of New Hampshire Chapter of AAUP v. Edward Haselton, Chairman of State Personnel Commission 458
University of New Hampshire Chapter of American Association of University Professors v. Haselton 457
Weise v. Syracuse University et al. 469
Weise v. Syracuse University et al.; Mortenson v. same 470
White v. Davis 400
Williams v. University of Kentucky, et al. 430
Winsey v. Pace College 471
Winterberg v. The University of Nevada System 456
Wisconsin Federation of Teachers Local 2149 v. Layton School of Art and Design 507
Womer v. Trustees of the University of New York 472
Wright v. Superintending School Committee 431

NLRB DECISIONS

Board of Regents of South Dakota v. Carter 784
Board of Trustees of The Memorial Hospital of Fremont County 751
Carleton University Academic Staff Association and Carleton University 746
Carleton University Academic Staff Association and Carleton University and Employees 747
The Cooper Union for the Advancement of Science and Art and Cooper Union Federation of College Teachers, NEA/AFT 771

NLRB DECISIONS (continued)

Emerson College 760
Fordham University, Bronx and Local Independent Union 772
Goddard College, Plainfield, Vt. and AFT, AFL-CIO 785
Goddard College, Plainfield, Vt. and Union 786
Huang v. College of The Holy Cross 761
Marquette General Hospital, Inc., Marquette, Mich. and Michigan Council 55, AFSCME 766
Mercy College, Dobbs Ferry, N.Y. and Mercy College Faculty Council 733
Michigan Education Association 767
Midwest Business College, Inc. 752
Mitchell College and Mitchell College Faculty Federation of Teachers, Conn. State Federation, AFT, AFL-CIO 753
New York University 774
New York University Medical Center, A Division of New York University 775
Niagara University 776
Northeastern University 763
Northeastern University, Boston, Mass. and Northeastern University Faculty Organization, a/w National Education Assn. 762
Northland College, Ashland, Wisconsin 789
Notre Dame University of Nelson 748
Presseisen v. Swarthmore College et al. 781
Quinnipiac College 754
Rensselaer Polytechnic Institute 777
Robert Morris College and Robert Morris College Organizing Committee of The Pennsylvania Federation of Teachers, AFT, AFL-CIO 782
St. Francis College and St. Francis College Education Association, PSEA/NEA 783
St. John's University Chapter of AAUP 778
Saint Mary's University and SMU Faculty Union 749
Stevens Institute of Technology 769

NLRB DECISIONS (continued)

Trocaire College and Trocaire Staff Association 779
Trustees of Boston University 765
The Trustees of Princeton University 770
Tuskegee Institute 745
University of Detroit and University of Detroit AAUP and University of Detroit Society of Professors, NEA 768
University of Manitoba and UM Faculty Association and A Group of Objecting Employees 750
University of Miami and University of Miami Chapter, American Association of University Professors, et al. 757
University of Miami and University of Miami Chapter, AAUP and Law Faculty Association 758
University of New Haven 755
Yeshiva University 780

PERB DECISIONS

AFT and Western Wisconsin Technical Institute 809
Bergen Community College and Bergen Community College Adult Center Faculty Assn. 796
Bucks County Community College (Board of Trustees) 807
Columbia-Greene Community College, AFSCME 799
County College of Morris and Faculty Assn. 797
County of Suffolk (Suffolk County Community College and Faculty Assn. of Suffolk County Community College, NYSUT 800
Faculty Assn. of The Community College of The Finger Lakes and County of Ontario 802
Genesee Community College and SEIU and Genesee Faculty Association 803
Genesee County and Genesee Community College and SEIU Local 227 and Genesee Faculty Association 804

PERB DECISIONS (continued)

Gogebic Community College and Michigan Association of Higher Education, Michigan Employment Relations Commission 793
Hawaii College 790
Kirtland Community College and Kirtland Community College Faculty Assoc., Michigan Employment Relations Commission 792
Laval University, Montreal, Quebec 184
Oregon State Employees Association v. Oregon College of Education, et al. 806
Schenectady County Community College and Schenectady County Community College Faculty Assn. 805
Temple University of The Commonwealth System of Higher Education (Woodhaven Center) 808
University of Minnesota Board of Regents, et al. 794
University of Minn. Board of Regents, et al. and Minn. Bureau of Mediation Services 188
University of Quebec at Chicoutime 189
Warren County and Washington County Adirondack Community College and Adirondack Community College Faculty Assoc. 801
WHUR-FM Howard University Radio, Washington, D.C. 996

SUBJECT INDEX (and citation numbers)

AAUP 3, 5-9, 12, 126, 459, 480, 573 919, 920, 927, 932, 958-960, 965, 968, 977, 988
See also: Bargaining units, Elections, Unions
Absence, provision for, 177
Academic freedom 1-12
. Accountability 2
. Administration 502
. Censure 11
. Civil rights 2
. Dismissal 9, 391, 450
. Due process 2, 389, 391, 396, 948
. Faculty 2, 495
. Free speech 389, 450, 475
. Legal issues 4
. Non-renewal 3, 5, 6, 8, 9, 12, 389, 392, 393, 394
. Police surveillance 400
. Probation 8
. Professional associations 4
. Suspension 390
. Tenure 1, 7, 378, 413, 456, 502
See also: Due process, Tenure
Academic judgment 145
Accountability 13-17
. Performance evaluation 15
. Regulations 13
See also: Academic freedom
Adirondack Community College (N.Y.) 801
Administration 18-43
. Academic freedom 502
. Attitudes 18, 191, 195, 359, 553-4, 560, 562
. Business administration 36
. Community colleges 23, 32, 33, 39, 639. See also: Community colleges
. Decision models 605
. Effect of collective bargaining on, 24
. Evaluation of, 818
. Faculty relations 18, 27, 35, 38, 39, 553, 554, 664
. Faculty selection - legal issues 19

Administration (cont'd.)
. Governance 35, 37, 639. See also: Governance
. Institutional planning 663, 664
. Involvement in collective bargaining 298
. Liability of, 675
. Multi-campus system 663
. NLRB, jurisdiction of, 24
. Personnel administration 23, 25, 30, 31. See also: Personnel administration
. Positions 128
. Presidency 22, 26, 32, 33, 39, 40, 41. See also: Presidency
. Priorities 37
. Public sector 42. See also: Public sector labor relations
. Responsibilities 501
. Rights 503, 994
. Roles 18, 29, 32, 33, 39, 41
. State government 42
. Tenure 31
. Unfair labor practices 24
. and Unions 994
See also: Department chairmen, Faculty attitudes, Personnel relations, Trustees
Adversary roles, See Roles
Affirmative action 44-142
. AAUP 126
. Anti-bias enforcement 76-78, 81, 107
. Anti-bias exceptions 73
. Berkeley plan 54, 115
. Carnegie Council 60, 61
. Civil Rights Act 470
. Compliance 46, 47, 66, 74, 78, 82, 84, 86, 114, 118, 135. See also: Contract compliance
. Counsel - Role 138
. Courts 78, 131. See also: Court cases

Affirmative action (cont'd.)
. EEOC 52, 68, 69, 101, 104, 117, 119, 121, 408
. Faculty attitudes 550
. Guidelines 47, 68, 104, 135, 137
. Mormons 137, 139
. NEA 111
. Office of Civil Rights 50, 66, 95,113
. Pension benefits 55, 96, 136
. Personnel practices 62, 91, 92, 101, 110, 123, 128
. Promotions 91
. Regulations 46, 56, 57, 67, 74, 93, 94, 110, 135
. Reporting forms 69, 75
. Retirement benefits 49, 576
. Retrenchment 836, 838
. Salaries 53, 130, 526. See also: Salaries
. Sports 63, 65, 73, 79, 98, 109, 118, 125
. Tenure 58, 62
. Title VII 51, 100, 101, 133, 399, 404, 406, 408, 415, 416, 429, 430, 500
. Title IX 63, 65, 73, 98, 109, 112, 118, 125, 134, 141, 142, 377, 439, 522
. U.S. Dept. H.E.W. 46, 77, 82, 86, 93-97, 108, 122, 140, 407
. Women 49, 50, 53, 55, 78, 79, 81, 92, 103, 118, 124, 127, 576
See also: Contract compliance, Contract revocation, Court cases, Discrimination, EEOC, Fringe benefits, Reverse discrimination, Women
AFL-CIO 961, 987
See also: Bargaining units, Elections, Unions
AFSCME 835, 967
AFT 752, 954, 962, 969, 970, 973, 983, 989, 992, 997
See also: Bargaining units, Elections, Unions
Age discrimination, See Discrimination - Age
Agents, See Bargaining units, Elections, Faculty attitudes, No agent vote, Unions, Voting patterns
Alabama 389, 745
Alaska 878
Albert Einstein Medical Center (Pa.) 492
Alberta (Canada) 336, 337
Albion College (Mich.) 560
Appointment, expiration of, See Non-renewal
Arbitration Awards 143-178
(See also page 147 for listing of arbitration awards by the parties)
Arbitration Awards - Colleges
. Bucks County Community College (Pa.) 175
. California State College (Pa.) 172
. City Colleges of Chicago (Ill.) 152
. City University of New York 158, 159
. Erie Community College (NY) 160
. Ferris State College (Mich.) 155, 156
. Finger Lakes Community College (NY) 161
. Jackson Community College (Mich.) 157
. Kutztown State College (Pa.) 168
. Lakeshore Technical Institute (Wis.) 176
. Lock Haven State College (Pa.) 169
. Milwaukee Area Technical College (Wis.) 177
. Monroe Community College (NY) 162
. Northeast Wisconsin Technical Institute 178
. Onondaga Community College (NY) 163-166
. Ontario College of Applied Arts & Technology (Canada) 150
. Southwestern College(Calif.) 149
. Thornton Community College (Ill.) 153, 154
. University of Quebec (Canada) 151
. West Chester State College (Pa.) 173
. Youngstown State University (Ohio) 167

Arbitration Awards - States
(See bibliography 149-178)
Arbitration Awards - Subject
. Absence 177
. Analysis of 145
. Back pay 152, 159
. Bargaining unit 154
. Coaching functions 153
. Contract impasse 161
. Contract limitations 145
. Contract violations 800
. Department chairmen, appointment of 165
. Flexible schedules 160
. Insurance coverage 178
. Merit increase 169
. Outside work 155
. Personnel files 170
. Preferential hiring 158
. Promotions, arbitrability of 162, 166, 174
. Reinstatement 149, 159
. Retirement 173, 175
. Salaries 151, 163, 167, 172
. Sick leave 156
. Suspension 149
. Teaching assignment 171
. Teaching program 157, 176
. Tenure 164
. Tenure and administrative positions 168
. Workload 153
Arbitration procedures
. Academic judgment and 145
. Approaches 144
. Final offer 147
. Impasse resolution 161
. Limitation of 419, 420
. NLRB, deferral by 737
. Overrule of 483
. Public sector 832, 833
. Review 421
See also: Grievance procedures, Impasse resolution
Arbitrator
. Jurisdiction 401
. Limit of authority 152, 421
. Training of 148
Arizona 390
Associations, See Professional Associations
Athletics, See Coaching Functions, Sports, Physical Education Departments
Atlanta University (Ga.) 416
Attitudes, See Admin.-Attit., Faculty Attit., Mgmt.-Attit., Presidency-Attit., Student-Attit., Trustees-Attit.

Back pay 152, 377, 395
Ball State University (Ind.) 425
Bargaining agents, see Bargaining units, Elections, Faculty attitudes, No agent vote, Unions, Voting patterns
Bargaining issues 340
Bargaining rights 718
. Denial of 457
. Refusal to bargain 773
Bargaining techniques 280 (3:1)
Bargaining units 179-189 (NLRB dec. 745-789, PERB dec. 790-809)
. Annual survey 1973-74, 179
. Bargaining agent, access to info. 759
. Court cases 447, 751
. Inclusions, exclusions 154, 330, 758
. Labor law 672
. Law schools 186
. Presidents of 963
. Private colleges 251
. Representatives 232, 738
. Review of 974
. Unit determination 180, 183, 184, 741
. Variables in choice 995
See also: Elections, NLRB, PERB, Unions, Voting patterns
Bergen Community College (NJ) 796
Berkeley plan 54, 115
Bibliographies 1015-1037
. Administration 1031
. Canada 1021
. Governance 615, 636, 1035
. Labor relations 1030, 1036
. Legal issues 536, 1017, 1032
. Other than faculty 1029
. Public sector 1018, 1033, 1036, 1037
. Salaries 1037

Bibliographies (cont'd.)
. Students 900, 916, 918, 1016
. Tenure 928
. Women 1020
Bloomfield College (NJ) 459, 925, 943
Boards, See Trustees
Boston State College 438-440
Boston University 759, 765, 964
Bowling Green State University (Ohio) 530
Brigham Young University (Utah) 137, 139
British Columbia, Canada 748
Brookdale Community College (NJ) 461
Buckley Amendment 890, 891
Bucks County Community College (Pa.) 175, 807

California 149, 196, 239, 248, 265, 391-400, 587, 715, 1006
California State College (Pa.) 172, 485
California State Colleges 392, 393, 395
California State University (Sacramento) 398, 399
Canada - Collective Bargaining 321-337
. Bargaining units 330
. Employee viewpoint 333
. Guidelines 328
. Impasse resolution 329, 337
. Legal issues 323
. Management rights 327
. Models 321
. Salary 337
. Unions 332
Carleton University (Ontario, Canada) 746, 747
Case Western Reserve University (Ohio) 478, 577, 944
Catholic University (Wash., D.C.) 919
Censure 11
Central Michigan University 267, 895
Chairmen, See Department chairmen
Chatham College (Pa.) 486, 487
City College of New York 11,225. See also: City University of New York
City Colleges of Chicago 419-21, 424, 867, 877
City University of New York 158-9, 279-80, 468, 584, 922, 927, 946, 1006. See also: City College of New York

Civil liberties 462
Civil rights
. Academic freedom 2
Civil Rights Act 470
Clarion State College (Pa.) 26
Class action suits
. Discrimination 405, 519
Class size 893
Coaching functions 153
Collective bargaining 190-337
. Alternatives to 285, 588, 607
. and Campus unity 312
. Case study 215, 225, 253, 264, 286, 293
. Conferences 279
. in English Depts. 193
. Faculty gains 201
. First contract 267
. Growth of 240, 246, 278, 281, 311
. History 190, 205, 214, 217, 235, 245, 272
. Impact of 192, 197, 199, 206, 210, 227, 242, 254, 256, 313, 657. See also: Governance
. Introd. to 190, 309, 310, 317
. Laws 191, 214, 314
. Learned societies, effect on 208
. Models 206, 276, 298
. Politics 262, 269
. Problems/challenges 284, 292, 295
. Procedures 216
. Pros/cons 195, 230, 270
. Rejection of 196
. Review of 209, 218-19, 231, 236, 241, 278, 302, 310
. Scope of 300, 822
. and Students, See Students
. Successive contracts 252
. Union activity 237
See also: Canada - Collective bargaining
College of the Holy Cross (Ma.) 761
Colleges and Universities, see Individual names
Collegiality 602, 620. See also: Faculty attitudes
Colorado 401, 402, 540, 716, 752, 966

Colorado Community Colleges 540
Columbia-Greene Community College (NY) 799
Community College of Beaver County (Pa.) 483
Community College of the Finger Lakes (NY) 802
Community Colleges 338-356
. Administration 39
. Consultants, use of 289
. Contract content 342, 358, 361, 366, 369, 376
. Dean, role of 814
. Department structure 621
. Department chairman 510, 513, 514, 516
. Employment practices 23
. Faculty attitudes 192, 353, 547, 819
. Governance, 582, 594, 595, 608, 612, 615, 616, 617, 621, 622, 626, 632, 636, 639, 640
. Grievance procedures 649, 650
. Impasse resolution 655
. Institutional planning 343, 662
. Lawsuit 385, 504
. Legislation 347, 715
. Negotiations 340, 734
. Presidency 32, 33
. Status of collective bargaining 209, 211, 222, 228, 233, 247, 255, 295, 306
. Tenure 923
. Trustees 274, 950, 953, 955
. Unionized vs. non-unionized 338, 350, 353
. Unions 967, 972, 986
. Working conditions 338
See also: Arbitration awards, Court cases, NLRB decisions, PERB decisions, Specific subjects
Concordia Seminary (Mo.) 3
Confidentiality 815
Conflict management 310
Connecticut 359, 403, 753-55, 877, 967
Consultants, use of, 289
Contract compliance
. Affirmative action 47, 66, 68, 74, 82, 86, 93, 94, 114, 135
. OFCC 531
See also: Affirmative action, Contract revocation, Discrimination
Contract revocation
. Affirmative action 46, 82, 135
Contracts 357-376
. Attitudes 359
. Community colleges 342, 361, 366, 368, 369, 376
. Content 357, 361, 362, 367, 376, 568, 884
. Data bank 370
. Grievance procedures 644, 648-54
. Innovative provisions 374
. Management rights 360
. Merit clauses 280(3:3)
. New contracts 345, 363-365, 371, 373, 375
. Recognition clauses 280(3:4)
. Sample master contract 372
. Successive 252
. Survey 280(2:4)
. Trends 357, 358, 369
. Violation 800
See also: Academic freedom, Dismissal, Due process, Non-renewal, Promotions, Renewal, Retrenchment, Suspension, Transfer
The Cooper Union (NY) 771
Cost-of-living increase, see Salaries
County College of Morris (NJ) 797

Court Cases 377-507
See also pages 148 to 150 for listing of court cases by the parties
Court Cases - Colleges
. Albert Einstein Medical Center, (Pa.) 492
. Atlanta University, (Ga.) 416
. Ball State University, (Indiana) 425
. Bloomfield College, (N.J.) 459
. Boston State College, (Mass.) 438, 439, 440
. Brookdale Community College, (N.J.) 461
. California State College (Pa.) 485
. California State Colleges, (Cal.) 392, 393, 395
. California State University, (Sacramento) 398, 399
. Case Western Reserve University, (Ohio) 478
. Chatham College, (Pa.) 486, 487
. City Colleges of Chicago, (Ill.) 419-421, 424
. City University of New York, (N.Y.) 468
. Community College of Beaver County, (Pa.) 483
. East Carolina University, (N.C.) 473
. Eastern Iowa Community College 427
. Frederick Community College, (Md.) 434
. Goddard College, (Vt.) 500
. Guilford Technical Institute, (N.C.) 475
. Illinois Institute of Technology 422, 423
. Indiana University 426
. Iowa Central Community College 428
. Kent State University, (Ohio) 476
. Lake Michigan College, (Michigan) 443-445, 477
. Layton School of Art and Design, (Wis.) 507
. Longwood College, (Va.) 501
Court Cases - Colleges (cont'd.)
. Miami-Dade Community College, (Fla.) 410
. Mid-Plains Technical College, (Neb.) 455
. Minnesota State College Board 446-449
. Morehouse College, (Ga.) 415
. Mt. San Antonio College, (Calif.) 394
. National Academy of Sciences, (Wash., D.C.) 408
. New Jersey State Colleges, (N.J.) 460
. New York City Board of Higher Education 465
. New York Institute of Technology 467
. New York University 464, 472
. Pace University, (N.Y.) 471
. Pennsylvania State University, (Pa.) 481
. Salem Academy and College, (N.C.) 474
. San Jose State University, (Calif.) 396
. Smith College, (Mass.) 436, 437
. Solano College, (Calif.) 397
. Southeastern Nebraska Technical Community College 453, 454
. State Colleges of Arizona 390
. Syracuse University, (N.Y.) 466, 469, 470
. Temple University, (Pa.) 484, 491
. Tennessee Technological University 496
. Texas Woman's University 499
. Tufts University, (Mass.) 441
. University of Alabama 389
. University of California 391
. University of California-Los Angeles 400
. University of Colorado 402
. University of Delaware 404, 405
. University of Florida, (Fla.) 412
. University of Hartford, (Conn.) 403
. University of Kentucky, (Ky.) 430
. University of Maryland, (Md.) 432, 433, 435

Court Cases - Colleges (cont'd)
. University of Miami, (Fla.) 411 413
. University of Nebraska 451, 452
. The University of Nevada System, (Nev.) 456
. University of New Hampshire 457, 458
. University of New Mexico 462
. University of Pennsylvania 490
. University of Pittsburgh, (Pa.) 482
. University of Puerto Rico 493, 494
. University of South Florida 414
. University of Tennessee 497
. University of Washington, (Wash.) 503
. University of Wisconsin 506
. University System of Georgia, (Ga.) 417
. Washington State Community College, (Wash.) 502
. Wentworth Institute, (Mass.) 442
. West Virginia Institute of Technology 505
. Western Kentucky University 429
. The Wilmington Institute, (Del.) 406
Court Cases - States
See bibliography 377-507
Court Cases - Subject
. AAUP 459, 480
. Academic freedom
- Administration 502
- Dismissal 391, 450
- Due process 389, 391, 396
- Faculty 495
- Free speech 389, 450, 475
- Non-renewal 389, 392, 393, 394
- Police surveillance 400
- Suspension 390
- Tenure 378, 413, 456, 502
. Administration
- Academic freedom 502
- Responsibility 501
- Rights 503

Court Cases - Subject (cont'd.)
. Affirmative Action
- Civil Rights Act 470
- EEOC 408
- Title VII 399, 404, 406, 408, 415, 416, 429, 430, 500
- Title IX 377, 439
- U. S. Department HEW - denial of grant 407
. Arbitration
- Limitation of, 419, 420
. Arbitration Awards
- Overrule of, 483
- Review 421
. Arbitrator
- Jurisdiction 401
- Limit of authority 421
. Back pay 377, 395
. Bargaining Rights
- Denial of, 457
. Bargaining units 447
. Civil liberties 462
. Class action suits 405, 519
. Community Colleges
- Right-to-work lawsuit 385
- Sue for salary 504
. Department Chairmen
- Selection 476
. Discrimination
- Age 481
- Class action suits 405
- Conspiracy to, 486
- Equal pay 451, 452
- National origin 462
- Racial 403, 405, 433, 500
- Reverse 451, 452
- Sex bias 386, 398, 409-411, 415, 416, 422, 423, 432, 436-438, 441, 469, 471, 482, 487, 490, 501
- Summary of cases 380
. Dismissal
- Academic freedom 378, 391, 450
- Administrative remedies 472
- Judicial review 381, 426
- Non-tenured 391, 397, 499
- Retrenchment 428
- Strike, result of 477
- Tenured 450, 459

Court Cases - Subject (cont'd.)
. Due Process
- Right to, 389, 391, 396, 414, 425, 440, 461, 494, 499
. Employment
- Outside employment 460
. Faculty rights 434, 476, 495
. Fair Labor Standards Act
- Equal pay 452
- Right to privacy 496
. Good faith bargaining 444
. Judicial review 426
. Labor law decisions 383
. Librarians
- Contracts, renewal of 427
. Medical Schools
- Definition of employees 491, 492
. Michigan Labor Mediation Act 444
. NEA 409
. NLRB, jurisdiction 442
. Non-renewal
- of contracts 379, 389, 392-394, 414, 417, 418, 425, 440, 494, 505
. Non-tenured faculty 379, 384, 391-394, 397, 412, 414, 417, 418, 425, 428, 435, 446, 461, 463, 493, 494, 497-499
. PERA 491, 492
. PERB Decisions
- Bargaining unit 447
- Judicial review of 448, 449, 479
. Personnel Files
- Confidentiality 462
. Police surveillance 400
. Preferential
- Rehiring 483
. Pregnancy
- Insurance coverage 386
. Private vs. public institutions 484
. Promotions
- Arbitrability 419, 420
. Public Employee Relations Act
- Definition of "public employee" 491, 492
. Renewal (of contract) 446, 493, 497, 498
- Automatic 427

Court Cases - Subject (cont'd.)
. Retirement
- and Employment Contract 474
- Mandatory 478
. Retrenchment 428, 506
- Rehiring 483
. Right to privacy 496, 503
. Right-to-Work
- Lawsuit 385
. Salaries 453, 454
- Salary freeze 445
. State action 422, 423, 490
. State Institutions
- Immunity 485
. State labor laws 457, 458
. Strikes
- Illegal 443, 477
. Student Rights 402, 407
. Suspension 390
. Tenure
- Academic freedom 378, 413, 456, 502
- Denial of, 467
- Dismissal 397, 459
- Granting of, 435, 464, 465, 473
- Mandatory retirement 478
- Transfer 424
- Unfitness to teach 431
. Title VII 399, 404, 406, 408, 415, 416, 429, 430, 500
. Title IX 377, 439
. Transfers
- of faculty 424
. Unfair Labor Practices
- Complaint dismissal 480
- Union busting 445, 507
. Union representatives 387
. Women
- Women's rights organizations 407, 409

Court Cases - See also Affirmative Action, Discrimination, Labor Law, Legal Issues, Legislation, Legislation - Federal, Legislation - State

Delaware 293, 404-406, 508
Delta College (Mich.) 916
Department chairmen 508-516
. Appointment of 165
. Bargaining units 747, 760, 776
. and Collective bargaining 511
. Community colleges 510, 513, 514, 516
. and Governance 509
. NLRB rulings 512, 747
. Selection 476
See also: Administration, Governance
Discrimination 517-538
. Age 481, 517
. Albemarle Decision 524
. and Arbitration 280(1:2)
. Class action suits 405, 519
. Conspiracy to 486
. Court cases 519, 523, 524, 537. See also: Court cases-Discrimination
. Equal pay 451, 452, 526
. Faculty 525
. Faculty, medical school 527
. Lester Report 532
. National origin 462
. NLRB decisions 761
. Non-discrimination laws, clauses 44
. Racial 403, 405, 433, 500, 520, 527, 530, 537
. Regulations 536
. Reverse, see Reverse Discrimination
. Sex bias 386, 398, 409-411, 415, 416, 422, 423, 432, 436-438, 441, 469, 471, 482, 487, 490, 501, 518, 527, 528, 530, 533-535
. Summary of cases 380
See also: Affirmative action, Contract compliance, Contract revocation, EEOC, Fringe benefits, Reverse discrimination, Women
Dismissal
. Academic freedom 9, 378, 391, 450
. Admin. remedies 472
. Judicial review 381, 426
. Non-tenured 391, 397, 499
. Retrenchment 428, 847
. Strike, result of 477, 868
. Tenured 450, 459, 927, 943
See also: Due process, Non-renewal, Suspension, Renewal, Retrenchment, Tenure
Dispute settlement, see Arbitration, Impasse resolution, Grievance procedure
District of Columbia 407-409, 756, 919, 996
Due process 2, 389, 391, 396, 414, 425, 440, 461, 494, 499, 716, 948
Dues check-off 280(2:2)

East Carolina University (NC) 473
Eastern Iowa Dist. Community College 427
EEOC 52, 68, 69, 101, 104, 117, 119, 121, 408
See also: Affirmative action, Discrimination, Court cases, Women
Efficiency 16, 20
Elections
. Albion College 560
. Fordham University 772
. Goddard College 786
. Michigan State University 541, 556
. NLRB 996
. No agent votes 539, 541, 549, 556, 560, 564
. N.Y.U. 539
. Overview-upcoming elections 569
. Pennsylvania State College System 545, 555, 558, 559, 565
. Temple University 543, 563
See also: Bargaining units, Faculty attitudes, NLRB-order for election, No agent vote, PERB decisions, Unions, Voting patterns
Elmira College (NY) 5
Emerson College (Mass.) 760
Employment
. Outside employment 155, 460
Employment practices
. Community colleges 23
Equal pay, see Discrimination-Equal pay
Erie Community College (NY) 160
Evaluation, see Performance evaluation, Professionalism

Fact-finding
. Public sector 832
Faculty
. Adjunct 810
. Administration relations 18, 27, 30, 35, 38, 39
. Anti-bias regulations 525
. Evaluation 15
. Governance 585, 597, 607
. Liability of 675
. Part-time 791
. Selection 19
. Senate 588, 623, 627, 738, 762
. Status, in bargaining 739
See also: Academic freedom, Efficiency, Faculty attitudes, Faculty rights, NLRB, Professionalism, Roles
Faculty attitudes 539-570
. Administration 39, 540, 553-54
. Board 819
. Collective bargaining 191, 194
. Collegiality 182
. Community colleges 353, 547, 819
. Contracts 359, 568
. Institutional goals 552, 553, 554
. Job satisfaction 544, 568
. Medical schools 182
. NEA 546
. Predictors of 548, 550
. Voting patterns 539, 541, 543, 545, 555-560, 563-565
See also: Academic freedom, Collegiality, Elections, Faculty, Roles, Voting patterns
Faculty professional associations, see Professional associations
Faculty rights 434, 476, 495
See also: Confidentiality, Professionalism, Right to privacy
Faculty senate, see Faculty-Senate
Faculty unions, see Unions
Fair Labor Standards Act
. Equal pay 452
. Right to privacy 496
Federal employment guidelines, regulations, see Affirmative action, Contract compliance, Contract revocation, Discrimination
Federal funds, see Affirmative action, Contract compliance, Contract revocation
Federal legislation, see Legislation-Federal
Ferris State College (Mich.) 155, 156, 990
Financial exigency, see Institutional planning, Retrenchment, Tenure
Financial settlements, see Back pay, Salaries
Finger Lakes Community College (NY) 161
Florida 78, 410-414, 561, 570, 597, 757-8, 842, 960, 970, 982
Florida A & M University 570
Florida State University 78, 561
Fordham University (NY) 772
Frederick Community College (Md.) 434
Freedom of speech, see Academic Freedom
Fringe benefits 571-581
. Health care 572
. Insurance coverage 178
. Maternity leave 1008
. Medical schools 572,
. Non-discriminatory 49, 55, 96, 136, 573, 576
. Pensions 55, 96, 136, 573, 574
. Pregnancy - insurance coverage 386
. Retirement 49, 575-78
. Survey 280(2:5)
. Unemployment insurance 578-81
See also: Affirmative action, Discrimination, Women

Gaston College (NC) 611
Genesee Community College (NY) 803-4
Georgia 415-417, 861
Goddard College (Vt.) 500, 785-6, 788
Gogebic Community College (Mich.) 793
Good faith bargaining 444, 802
Governance 18, 35, 37, 310, 582-643
. Academic dean 638
. Academic vs. union 590
. Canada 616
. Case study 594
. Collegiality 602, 620
. Community college 582, 594-95, 608, 612, 615-17, 621-22, 626, 632 636, 639, 640
. Decision-making 593, 608
. Dept. chairmen 509. See also Dept. chairmen
. Education coord. 587

Governance (cont'd.)
. Faculty 585, 597, 607
. Faculty senate 588, 603, 623, 627
. Forms of, 629
. Impact of collective bargaining on, 586, 613-14, 622, 628
. Jurisdictions 629
. Models of, 590, 605-06
. Multi-campus 597, 643
. Physical education departments 601
. Presidential autonomy 609, 624
. Regents 618, 634-35
. State colleges 604, 619
. Student involvement 611, 918. See also: Students
. Tenure 941
. Trustees 607, 626, 954
. Union views 954
. Unions 584, 596, 603
See also: Administration, Department chairmen, Faculty, Trustees
Grievance procedures 644-654, 923
. Arbitration 645-46
. Case study 651
. Community colleges 649-50
. Contracts-analysis 644, 648-49, 651-53
. Planned procedures 644, 647
. Public sector 654
. SUNY 651-53
See also: Arbitration procedures, Impasse resolution
Guidelines, see Affirmative action
Guilford Technical Institute (NC) 475

Harvard University (Mass.) 105
Hawaii 239, 299, 363, 790
Health care benefits 572, 1008
Houston Baptist University (Texas) 6
Howard University (Washington, DC) 756, 996

Idaho 418
Illinois 152-54, 355, 369, 419-24, 517, 867, 877, 930
Illinois Institute of Technology 422-23
Impasse resolution 161, 310, 655-657
. Canada 329, 337
. Community colleges 655
. Collective bargaining, impact of 657
. Techniques 656
See also: Arbitration procedures, Grievance procedures
Indiana 425-26, 717, 828
Indiana University 426, 828
Indiana University of Pennsylvania 41
Inflation, see Institutional planning
Institutional planning 658-669
. Budgets, restrictive 659, 665, 925
. Community colleges 343, 662
. Flexible planning 275
. Inflation 658, 659
. Multi-campus systems 663
. Politics 667
. Private institutions 660, 667, 669
See also: Retrenchment
Insurance coverage, see Fringe Benefits
Iowa 192, 427, 428
Iowa Central Community College 428

Jackson Community College (Mich.) 157
Job satisfaction, see Faculty attitudes
Judicial review 426
Junior colleges 250, 340. See also: Community colleges

Kent State University (Ohio) 476
Kentucky 1, 429, 430
Kirtland Community College (Mich.) 792
Kutztown State College (Pa.) 168

Labor law 670-674. See also: Court cases, Legal issues, Legislation, Legislation - Federal, Legislation - State
Labor Studies Center 961
LAIRS (Labor Agreement Information Retrieval System) 370
Lake Michigan College 443-445, 477, 868
Lakeshore Technical Institute, (Wis.) 176

Late notice, see Non-renewal
Laval University (Quebec) 184
Law schools 2
. Bargaining units 186
. Collective bargaining 243

Laws, see Court cases, Labor law, Legal issues, Legislation, Legislation - Federal, Legislation - State
Lay-off 919. See also: Tenure
Layton School of Art & Design (Wisc.) 507
Legal Issues 307, 310, 314, 675-679
. Academic freedom 4
. Counsel, scope of 678
. Faculty selection 19
. Legal services 676
. Liability of admin., faculty 675
Legislation 190
. Buckley Amendment 890, 891
. Community Colleges 347
. Personnel files, access to, see Personnel files
. Public sector 827, 831
. Resource handbook 670
. Strikes 872
Legislation - Federal 680-697
. Accountability 13
. NLRA 687, 692
. Public Barg. Law 680, 681, 687, 688, 690, 693-696, 702, 709. See also Legislation - State
. Rod[illegible] Act 709
. U.S. Dept. HEW 686. See also: Affirmative action
. U.S. Congress 695
Legislation - State 698-714
. Analysis 698, 706
. Bargaining laws 711-714
. Bargaining rights 718
. Bills, 1975, 705
. Board of governors 700
. Chief executive officer 701
. Community Colleges 714
. Court cases 457, 458
. Due process 716
. Education amendm., 1974 - Index, 704
. Inclusions, suggested 700, 701
. NLRA 108
. No bargaining statute 722
. Public bargaining 715, 717, 719-21, 723-25. See also: Legislation - Federal
. State leaders-opinions 710
Lehigh University (Pa.) 8
Librarians 727-733
. Academic governance 732
. ACRL 727
. Attitudes 729, 730
. Bargaining units 770, 782
. Contracts, renewal 427
. Faculty status 727, 731, 732
. NLRB decisions 770, 782
. Professional assoc. 733
Lincoln Technical Institute (NJ) 878
Lobbying, see Students-Lobbying
Lock Haven State College (Pa.) 169
Long-range planning, see Institutional planning
Longwood College & Virginia Polytechnic Institute (Va.) 501
Louisiana 978

Maine 431, 718
Management attitudes 277
Management rights
. Contracts 360
Manitoba, Canada 750
Marquette General Hospital, Inc. (Mich.) 766
Maryland 432-435, 538, 719, 843
Massachusetts 105, 344, 362, 374, 436-442, 759-765, 835, 912, 954, 964
Maternity leave 1008
Medical schools
. Bargaining units 766, 775
. Discrimination 527
. Faculty attitudes 182
. Employees, definition of 491, 492
. Fringe benefits 572
. NLRB 741, 775
Memorial Hospital of Fremont County, (Wyoming) 751
Mercy College (NY) 773
Merit clauses 280(3:3)
Merit increases 169
Miami-Dade Junior College (Fla.) 410
Michigan 27, 32, 148, 155-57, 267, 273, 313, 349, 356, 369, 371, 443-45, 541, 556, 560, 639, 766-68, 791, 792, 793, 854, 863, 868, 871, 873, 881, 895, 916, 929, 990, 1005, 1006

Michigan Labor Mediation Act 444
Michigan State University 541, 556, 929
Mid-Plains Nebraska Technical College 455
Midwest Business College (Colo.) 752
Milwaukee Area Techn. College (Wisc.) 177
Minnesota 188, 368, 385, 446-449, 794, 914, 979, 980
Minnesota State College Board 446-449
Missouri 3, 97, 450
Mitchell College (Conn.) 753
Monroe Community College (NY) 162
Montana 720, 874, 892, 911
Morehouse College (Georgia) 415
Morris College, Pittsburgh (Pa.) 870
Mt. San Antonio Community College (Calif.) 394
Multi-campus system 315, 597, 643, 663
Murray State University (Kentucky) 1

National Academy of Sciences (Washington, (DC) 408
National Labor Relations Act 692, 708
National Labor Relations Board, see NLRB
NEA 111, 301, 308, 409, 546, 687, 835, 869, 954, 970, 971, 977, 978, 980-983, 985, 992, 993
Nebraska 451-455
Negotiations 734-735
. Community colleges 734
. Conduct 258, 734
Negotiators 220, 247, 319
Nevada 456
New Hampshire 457-458, 721, 795
New Jersey 39, 205, 358, 369, 373, 459-461, 590, 769-70, 796-798, 846, 866, 875-76, 878, 880, 925, 943
New Jersey State Colleges 460, 866, 875
New Mexico 462
New York 5, 11, 78, 158-66, 225, 346, 369, 463-472, 539, 547, 584, 771-780, 799-805, 883, 922, 927, 946, 1006
New York City Board of Higher Education 465
New York Institute of Technology 467
New York University 78, 464, 472, 539, 774
New York University Medical Center 775
Niagara University (NY) 776

NLRB 736-789
. Arbitrability 743
. Arbitration, deferral to 737
. Bargaining units 736, 739, 741
See also NLRB Decisions
. Collyer Doctrine 737, 743
. Department Chairmen 512 - See also NLRB Decisions
. Faculty Senate 738, 762
. Faculty Status 739, 758, 762
. Jurisdiction of, 24, 442, 739, 740, 744, 756, 764
. Medical Schools 741 - See also NLRB Decisions
. Private Institutions 739
. Scope of bargaining 778
NLRB Decisions 736-789
See also pages 150-151 for listing by the parties
NLRB Decisions - Colleges
. Boston University 759, 765
. Carleton University, (Ontario, Canada) 746, 747
. College of the Holy Cross, (Mass.) 761
. The Cooper Union,(N.Y.) 771
. Emerson College, (Mass.) 760
. Fordham University, (N.Y.) 772
. Goddard College, (Vt.) 785, 786, 788
. Howard University, (Wash., D.C.) 756
. Marquette General Hospital, (Mich.) 766
. Memorial Hospital of Fremont County, (Wyo.) 751
. Mercy College, (N.Y.) 773
. Midwest Business College, (Colo.) 752
. Mitchell College, (Conn.) 753
. New York University 774
. New York University Medical Center 775
. Niagara University, (N.Y.) 776
. Northeastern University, (Mass.) 762, 763
. Northland College, (Wis.) 789
. Notre Dame University of Nelson, (B.C., Canada) 748
. Princeton University, (N.J.) 770
. Quinnipiac College, (Conn.) 754
. Rensselaer Polytechnic Institute, (N.Y.) 777

NLRB Decisions - Colleges (cont'd.)
. Robert Morris College, (Pa.) 782
. St. Francis College, (Pa.) 783
. St. John's University, (N.Y.) 778
. Saint Mary's University, (Nova Scotia, Canada) 749
. Stevens Institute of Technology, (N.J.) 769
. Swarthmore College, (Pa.) 781
. Trocaire College, (N.Y.) 779
. Tuskegee Institute, (Ala.) 745
. University of Detroit 768
. University of Manitoba, (Manitoba, Canada) 750
. University of Miami, (Fla.) 757, 758
. University of New Haven, (Conn.) 755
. University of Vermont 787
. Wentworth College of Technology, (Mass.) 764
. Yeshiva University, (N.Y.) 780
NLRB Decisions - States (See bibliography 736-789)
NLRB Decisions - Subject
. Board of Regents 784
. Court jurisdiction over, 751
. Department Chairmen 747, 760, 776, 783
. Discrimination 761
. Election dispute 751
. Election history 746
. Faculty classification 758, 762
. Faculty Senate 738, 762
. Librarians 770, 782, 783
. Medical Schools 766, 775
. Order for election 752-755, 760, 763, 765,767, 769, 770, 774, 776, 779, 780. 783, 788, 789, 996
. Refusal to bargain 773
. Scope of bargaining 778
. Tenure 761
. Title VII 781
. Union access to information 759
NLRB Decisions - See also Bargaining Units, Elections

No agent vote 549, 564
. Albion College 560
. Michigan State University 541, 556,
. New York University 539

Non-renewal (contracts) 3, 5, 6, 8, 9, 12, 379, 389, 392-394, 414, 417, 418, 425, 440, 494, 505
Non-tenured faculty 379, 384, 391-394, 397, 412, 414, 417, 418, 425, 428, 435, 446, 461, 463, 493, 497-499
North Carolina 473-475, 611, 722
Northeast Wisconsin Techn. Institute 178
Northeastern University (Mass.) 762, 763
Northland College (Wisc.) 789
Notre Dame University of Nelson (B.C., Canada) 748
Nova Scotia, Canada 749

Office of Civil Rights, see Affirmative Action
Ohio 167, 476-478, 530, 548, 567, 577, 627, 635, 944
Ohio State University 567
Oklahoma 12
Onondaga Community College (NY) 163-66
Ontario (Canada) 150, 333, 746, 747
Ontario College of Applied Arts and Technology 150, 333
Oregon 239, 294, 345, 479, 806, 903, 906, 915
Oregon College of Education 806

Pace University (NY) 471
Pennsylvania 8, 26, 41, 168-175, 286, 373, 375, 480-492, 543, 545, 555, 558-59, 563, 565, 723-74, 781-83, 807-08, 844, 870
Pennsylvania State College System 168-174, 545, 555, 558, 559, 565
Pension benefits
. Affirmative action 136
. Equal 573, 574
. Title IX 96
. Women 55
PERB decisions 790-809. See also page 151 for listing of PERB decisions by the parties
PERB decisions - colleges
. Adirondack Community College (NY) 801

PERB decisions - Colleges (cont'd.)
. Bergen Community College (NJ) 796
. Bucks County Community College (Pa.) 807
. Columbia-Greene Community College (NY) 799
. Community College of the Finger Lakes (NY) 802
. Genesee Community College (NY) 803, 804
. County College of Morris (NJ) 797
. Gogebic Community College (Mich.) 793
. Kirtland Community College (Mich.) 792
. Oregon College of Education 806
. Schenectady County Community College (NY) 805
. Suffolk County Community College (NY) 800
. Temple University (Pa.) 808
. University of Hawaii 790
. University of Minnesota 794
. Western Michigan University 791
. Western Wisconsin Technical Institute 809
PERB decisions - States, see Bibliography 790-809
PERB decisions - Subject
. Arbitration 800
. Bargaining units 447, 792, 794, 796, 797, 799, 801, 803-808
. Contract violation 800
. Election results 791
. Exemptions 795
. Good-faith bargaining 802
. Judicial review 448, 449, 479
. Representation petition 793
. Scope of bargaining 798
. Unfair practices 798, 809
. Union dues 790
Performance evaluation 15, 818, 823. See also: Professionalism
Personnel administration 23, 25, 30, 31, 110, 813. See also: Personnel relations
Personnel files
. Arbitration award 170
. Buckley Amendment 890, 891
. Confidentiality 462
. Student rights, access to, 886, 890, 891, 896, 899, 910
Personnel files (cont'd.)
See also: Student rights
Personnel practices
. Affirmative action 62, 91, 92, 101, 110, 123, 128
See also: Students-Personnel workers
Personnel relations 810-814. See also: Personnel administration, Personnel practices
Physical education departments 601
Police surveillance 400
Politics, see Students-Lobbying
Portland Community College (Oregon) 345
Portland State University (Oregon) 903
Preferential rehiring 158, 483
Presidency 22, 40, 41
. Attitudes 26, 213, 964, 965
. Community colleges 32, 33, 39, 213
. and Faculty relations 18
. and Governance 609, 624
Princeton University (NJ) 770
Privacy, see Right to privacy, Confidentiality
Private vs. public institutions 223, 251, 296, 305, 318, 484, 660, 667
. NLRB 739
Probation 8
Professional associations 190, 226
. and Academic freedom 4
Professional associations, see also Unions
Professionalism 815-824
. Collective bargaining, effect on, 820, 822, 824
. Confidentiality 815
. Education policy and collective bargaining 822, 824
. Evaluation 818, 823. See also: Performance evaluation
. Faculty responsibility 816
. Role 8, 819
See also: Faculty
Promotions
. Affirmative action 91
. Arbitrability of, 162, 166, 419, 420
. Denial of, 174
Public Employee Relations Act
. Definition of public employee 491, 492

Public Employment Relations Board, see PERB
Public institutions, see State institutions, Private vs. public institutions
Public sector labor relations 42, 825-833
. Bargaining 283
. Fact-finding 832
. Grievance procedures 654
. Legislation 680-81, 687-88, 690, 693-696, 702, 709, 715, 717, 719-21, 723, 725, 827, 831
. Organizations 835
. Scope 825, 829
. Strikes 872, 874, 880, 882
. Students 897
Puerto Rico 493-495

Quebec 151, 184, 189
Quinnipiac College (Conn.) 754

Racial discrimination, see Affirmative action, Discrimination, Women
Recognition clauses 280(3:4)
Regents, see Governance
Regulations, see Accountability, Affirmative action
Renewal of contracts 446, 493, 497, 498
. Automatic 427
See also: Non-renewal
Rensselaer Polytechnic Institute (NY) 777
Retirement
. Act, 1974 578
. Early 173, 175, 575, 945
. and Employment contract 474
. Equal benefits 576
. Mandatory 478, 577, 944
. Women 49, 576
. See also: Tenure
Retrenchment 428, 506, 834-848
. Community colleges 841
. Minorities 836, 838
. Rehiring 483
. Relocating 843
. Retraining 842
. Rights 848
Retrenchment (cont'd.)
. Seniority 836
. Tenure 925
See also: Institutional planning
Reverse discrimination 99, 108, 133, 451, 452, 520, 531
Rhode Island 364, 509, 877, 984
Rhode Island Junior College 509, 877
Rider College (NJ) 590
Right to privacy 496, 503
Right-to-work
. Lawsuit 385
Rights, see Administration rights, Faculty rights, Management rights
Robert Morris College (Pa.) 782
Rodda Act 709
Roles
. Administration 18, 29
. Presidents 32, 33, 39, 41
Rutgers University (NJ) 846

Salaries 849-864
. Arbitration awards 151, 163, 167, 172
. Budget cuts, effect of 851, 856, 862
. Community Colleges 854
. Cost-of-living increase 850
. Court cases 453, 454
. Equal pay 53, 130, 526, 855
. Impact of collective bargaining on 849, 854
. Increases 852, 858, 861, 863, 864
. Salary freeze 445, 851, 860
See also: Back pay, Merit increases, Student employees-Wages
Salem College, N.C. 474
San Jose State University (Calif.) 396
Schedules 160
Schenectady County Community College (NY) 805
Sex discrimination, see Affirmative Action, Discrimination, Reverse discrimination, Women
Shanker, Albert 200
Shippensburg State College (Pa.) 844
Sick leave 156. See also: Fringe benefits
Smith College (Mass.) 436, 437

Solano College (Calif.) 397
Somerset County College (NJ) 373
South Dakota 784
Southeast Community College (Nebraska) 453, 454
Southeastern Massachusetts University 374
Southern Illinois University 930
Southwestern College (Calif.) 149
Sports
. Affirmative action regulations 63, 65, 73, 79, 88, 109, 118, 125, 535
See also: Physical education department
St. Francis College (Pa.) 783
St. John's University (NY) 778
St. Lawrence University (NY) 883
St. Louis University (Missouri) 97
St. Mary's University (Nova Scotia, Canada) 749
State Colleges of Arizona 390
State legislation, see Legislation - State
State institutions 212, 216, 223, 248, 255, 273, 604, 619, 842
. Immunity of 485
State University of New York 280(2:3), 651-653, 946
Statewide planning 303, 667
Stevens Institute of Technology (NJ) 769
Strikes 310, 865-883
. Attitudes 872
. Chicago City College 867
. Contempt conviction 867
. Graduate students 871, 881
. Illegal 443, 477, 717, 868
. Lake Michigan Community College 868
. Legality 872, 874
. Morris College, Pittsburgh 870
. No-strike clause 882
. Public sector 717, 872, 874, 880, 882
. University of Michigan 871, 881
Student employees
. Graduate workers 871, 881, 888, 914
. Personnel workers 884, 885, 897
. Status 884, 885
. Strike 871
. Wages, subminimum 894, 904, 908
Student rights 402, 407, 916
. Buckley Amendment 890, 891
. Personnel files, access to 886, 890, 891, 896, 899, 910
See also: Personnel files
Students 884-918
. Attitudes 191, 567, 887, 888, 895, 917
. Collective bargaining - Impact of 887, 889, 897, 900, 917
. Collective bargaining - Involvement in 298, 887, 892, 895, 902, 903, 906, 909, 911, 912, 914, 915, 918
. Collective bargaining - Legal right to involvement 892, 906, 911, 915
. and Governance 611
. Lobbying 901, 905
Suffolk County Community College (NY) 800
Suspension 149, 390
Swarthmore College (Pa.) 781
Syracuse University (NY) 466, 469, 470

Teachers Insurance and Annuity Association 578
Teaching assignments 157, 171, 176
Technical colleges 192. See also: Community colleges
Temple University (Pa.) 484, 491, 543, 563, 808
Tennessee 496, 497
Tennessee Technical University 496
Tenure 919-948
. Academic freedom 378, 413, 456, 502
. Administrative position 168
. Affirmative action 56, 62
. Arbitration awards 164
. Collective bargaining 926, 942
. Community colleges 923, 948
. Denial of 467
. Discrimination 761
. Dismissal 397, 459, 927, 943
. Due process 948
. Financial exigency 932
. Governance 941
. Granting of 435, 464, 465, 473
. Grievance procedures 923

Tenure (cont'd.)
. Layoff 919
. Legal issues 931, 936, 939
. NLRB decisions 761
. Quotas 920, 922, 924
. Retirement 478, 944, 945
. Sex bias 527, 528
. Tenured contracts broken 930
. Title VII 934
. Transfer 424
. Unfitness to teach 431
See also: Academic freedom, Administration, Arbitration awards, Court cases, Dismissal, Due process, Nonrenewal, Non-tenured faculty, Retrenchment, Suspension
Texas 6, 498, 499, 534
Texas Woman's University 499
Thornton Community College (Ill.) 153, 154, 877
Title VII 399, 404, 406, 408, 415, 416, 429, 430, 500, 781, 934. See also: Affirmative action, Discrimination, Women
Title IX 377, 439, 522. See also: Affirmative action, Discrimination, Women
Transfer
. of faculty 424
See also: Retrenchment-Relocating
Trocaire College (NY) 779
Trustees 18, 949-957
. Attitudes 191, 954
. Community colleges 950, 953, 955
. Personal liability 675, 952
. Role 626, 951
. and Unions 953, 957
See also: Administration, Faculty, Governance
Tufts University (Mass.) 441
Tuskegee Institute (Ala.) 745
Two-year colleges, see Community colleges

Unemployment insurance 579, 580, 581
Unfair labor practices 24, 257, 798, 809
. Complaint dismissal 480
. Union busting 445, 507
Uniform testing guidelines, see Affirmative action - Guidelines
Union security 280(2:2)
Unionism, rejection of 221
. Effect on bargaining 196
See also: No agent vote
Unions
. Access to information 759
. and Administration 994
. Adversary roles 986
. Anti-union 737
. Appointment of professors 989
. Attitudes 191, 954
. Authority 979
. Censure 988
. Discipline 672
. Fees 980, 990
. and Governance 584, 596, 603
. History 969, 976
. Leaders 954
. Mergers 970, 977-78, 992
. Objectives 975
. Organization difficulties 983
See also: Bargaining units, Elections, Governance, Name of union
Unit determination, see Bargaining units, Elections, Faculty attitudes, No-agent vote, Unions, Voting patterns
U.S. Department of HEW, see Affirmative action
University of Alabama 389
University of Alberta Canada 337
University of Bridgeport (Conn.) 877
University of California 391
University of California (Berkeley) 265
University of California (Los Angeles) 400
University of Chicago (Ill.) 517
University of Colorado 402, 966
University of Delaware 293, 404, 405, 508
University of Detroit 768
University of Florida 412
University (System) of Georgia 417
University of Hartford (Conn.) 403
University of Hawaii 363, 790
University of Kentucky 430
University of Manitoba (Manitoba, Canada) 750
University of Maryland 432, 433, 435, 538

University of Massachusetts 912
University of Miami, (Fla.) 411, 413 757, 758
University of Michigan 148, 313, 863, 871, 881, 1005
University of Minnesota 188, 794, 914
University of Nebraska 451, 452
The University of Nevada System 456
University of New Hampshire 457, 458
University of New Haven,(Conn.) 755
University of New Mexico 462
University of Pennsylvania 490
University of Pittsburgh 482
University of Puerto Rico 493, 494
University of Quebec 151, 189
University of Rhode Island 364
University of Science and Arts of Oklahoma 12
University of South Florida 414
University of Tennessee 497
University of Texas 534
University of Vermont 787
University of Washington 503
University of Wisconsin 506, 857, 858
Utah 137, 139, 882

Valencia Community College, (Fla.) 597
Vermont 500, 785, 786, 787, 788
Virginia 501, 725, 998
Vocational schools 192. See also: Community colleges
Voting Patterns 564
. Albion College, (Mich.) 560
. Michigan State University 541, 556
. No bargaining option 557
. New York University 539
. Pennsylvania State Colleges System 545, 555, 558, 559, 565
. Temple University 543, 563

Wages, see salaries
Washington 239, 354, 502-504, 726
Washington State Community College 354, 502
Wentworth Institute and Wentworth College of Technology, (Mass.) 442, 764
West Chester State College, (Pa.) 173
West Virginia 505, 634
West Virginia Institute of Technology 505
Western Kentucky University 429
Western Michigan University 791
Western Wisconsin Technical Institute 809
Wilmington Institute, (Del.) 406
Wisconsin 176-178, 300, 506, 507, 789, 809, 857, 858, 997
Women 998-1009
. Affirmative action 50, 81, 103, 118, 124, 127, 533
. Canada 124
. Courts 78. See also: Court cases
. Directories 999
. Faculty 1002, 1009
. Higher education 1000
. Maternity leave 1008
. Minorities 92, 998
. Pension benefits 55
. Retirement 49
. Salaries 130
. Sports 63, 65, 73, 79, 118
. Tenure 528
. Unions 1006, 1007
. Women's rights organizations 407, 409, 1007
See also: Affirmative action, Court cases, Discrimination, Reverse Discrimination
Working Conditions
. Contract vs. no-contract 338
Workload 153, 280(2:1). See also: Class size

Yeshiva University, (N.Y.) 780
Youngstown State University, (Ohio) 167, 365

RESOURCES AND PERIODICALS

AAUP Bulletin (q)*

ACE Research Reports (irreg.)

AHE College and University Bulletin (2/m)

Administrative Science Quarterly

American Association of University Women Journal (6/yr)

American School and University (m)

The American Teacher (AFT) (10/yr)
(Column by Robert Nielsen - "Campus IV")

Arbitration in the Schools (m)

Arbitration Journal (AAA) (q)

Canadian Association of University Professors (CAUT) Bulletin
(Canada)

Change (10/yr)

The Chronicle of Higher Education (w)
(v. 1, 1966 to v. 6, 1972 - Index available)

College and University Business (m)

Community and Junior College Journal (9/yr)
(formerly Junior College Journal)

Community College Review

Compact (bi/m)

Educational Administration Quarterly

Educational Leadership (m)

Educational Record (q)

Educators Negotiating Service (bi/w)

ERIC Higher Education Research Currents (AAHE) (m)

ERIC Higher Education Research Reports (AAHE) (10/yr)

---

*( ) = frequency of publication

Resources and Periodicals (cont'd.)

Harvard Educational Review (bi/m)
Higher Education and National Affairs (ACE) (w)
Higher Education Daily

IRC Reports (Honolulu Ind. Rel. Center)
Industrial and Labor Relations Review
Industrial Relations
Intellect (formerly School and Society)
Iowa Higher Education Association Communique

Journal of Collective Negotiations in the Public Sector (q)
Journal of Higher Education (m)
Journal of the College and University Personnel Association (q)

LMRS Newsletter (m)
Labor Arbitration in Government (AAA) (m)
Labor News Memorandum (New York State) (w)
Liberal Education (q)
Library Journal

Monthly Labor Review (U.S. Department of Labor)

NACUBO National Association of College and University Business Officers (m)
NEA Advocate (m)
NEA Reporter (m)
National Center for the Study of Collective Bargaining in Higher Education
Annual Conference Proceedings (a)
Newsletter (5/yr)
Negotiations Research Digest (NEA) (10/yr)
New Directions for Community Colleges (q)
New Directions for Higher Education (q)
New Directions for Institutional Research (q)

Resources and Periodicals (cont'd.)

PERB News (N. Y. State PERB) (m)

Personnel (AMA) (6/yr)

Personnel Administrator

Phi Delta Kappan (m)

Public Personnel Management (bi/m) (formerly Personnel Administration and Public Personnel Review)

Research in Higher Education (q)

Research Project on Students and Collective Bargaining (m)

Saturday Review (bi/w)

Teachers College Record (q)

Legal Periodicals

Alabama Lawyer (q)

American Bar Association Journal (m)

Annual Survey American Law

Case Western Reserve Law Review

College Law Bulletin (U. S. National Student Association) (10/yr)

The College Law Digest (NACUA) (bi/m)

Columbia Law Review

Cornell Law Review (q)

DePaul Law Review (3/yr)

Drake Law Review (s/a)

Georgia State Bar Journal (q)

Harvard Journal on Legislation (q)

Harvard Law Review (m)

Resources and Periodicals (cont'd.)

Index to Legal Periodicals

Indiana Law Journal

Iowa Law Review (6/yr)

Journal of College and University Law (NACUA) (q)
(formerly College Counsel)

Journal of Law and Education (q)

Journal of Public Law (s/a)

Labor Law Journal (irreg.)

Marquette Law Review (q)

Maryland Law Review (q)

Massachusetts Law Quarterly

Michigan Law Review (m)

Michigan State Bar Journal (m)

Mississippi Law Journal (q)

Missouri Law Review (q)

New York University Law Review (bi/m)

North Carolina Law Review (irreg.)

Ohio State Law Journal (q)

Southwestern Law Journal (q)

Syracuse Law Review (q)

Tennessee Law Review (q)

Texas Southern University Law Review

University of Chicago Law Review (q)

University of Pittsburgh Law Review (q)

University of Toledo Law Review (irreg.)

Resources and Periodicals (cont'd.)

Vanderbilt Law Review (6/yr)

Washington Law Review (irreg.)
William and Mary Law Review (q)
Wisconsin Law Review (irreg.)

Yale Law Journal (8/yr)

Specialized Services

Academic Collective Bargaining Information Service: (Washington, D. C.)
Fact Sheets and Research Reports

Bureau of National Affairs:

- Labor Arbitration Reports
- Labor Relations Reporter (w) with cumulations
  - . Wage and Hour Cases
  - . Labor Relations Reference Manual
  - . Fair Employment Practice Cases
  - . Labor Relations Cum. Digest and Index
- Government Employee Relations Report (w) (GERR)

National Association of College and University Business Officers:
Federal Regulations and the Employment Practices of College and Universities.

National Labor Relations Board:

- Weekly Summary of NLRB Cases
- NLRB Election Report (m)

New York State Labor Relations Board:
Decisions and Orders

USEFUL ADDRESSES

Academic Collective Bargaining Information Service (ACBIS)
1818 R Street, N.W.
Washington, D. C. 20009

American Arbitration Association (AAA)
140 West 51 Street
New York, N. Y. 10020

American Association for Higher Education (AAHE)
One Dupont Circle, N.W.
Washington, D. C. 20036

American Association of Community and Junior Colleges
One Dupont Circle, N.W.
Washington, D. C. 20036

American Association of State Colleges and Universities
One Dupont Circle, N.W.
Washington, D. C. 20036

American Association of University Professors (AAUP)
One Dupont Circle, N.W.
Washington, D. C. 20036

American Bar Association
1155 East 60 Street
Chicago, Illinois 60637

American Council on Education
One Dupont Circle, N.W.
Washington, D. C. 20036

American Federation of Teachers (AFT)
11 Dupont Circle, N.W.
Washington, D. C. 20036

American Management Association
135 West 50 Street
New York, New York 10020

American Society for Public Administration
1225 Connecticut Avenue, N.W.
Washington, D. C. 20036

American Society of Personnel Administration
30 Park Avenue
Berea, Ohio 44017

Association for Continuing Higher Education
1700 Asp Avenue
Norman, Oklahoma 73609

Association for Institutional Research
Executive Office
College of Education
Florida State University
Tallahassee, Florida 32306

Association of American Colleges
1818 R Street, N.W.
Washington, D. C. 20009

Association of American Universities
One Dupont Circle, N.W.
Washington, D. C. 20036

Association of Governing Boards of Universities and Colleges
One Dupont Circle, N.W.
Washington, D. C. 20036

Bureau of National Affairs
(BNA)
1231 - 25th Street, N.W.
Washington, D. C. 20037

California Institute of
Technology
Industrial Relations Center
Pasadena, California 91125

Carnegie Commission on
Higher Education
2150 Shattuck Avenue
Berkeley, California 94704

Center for the Study of
Higher Education
The Pennsylvania State
University
University Park, Pa.

College and University
Personnel Association
One Dupont Circle, N.W.
Washington, D. C. 20036

Commerce Clearing House, Inc.
4025 W. Peterson Avenue
Chicago, Illinois 60646

Cornell University
New York State School of
Industrial and Labor
Relations
Ithaca, New York 14850

Council for the Advancement
of Small Colleges
One Dupont Circle, N.W.
Washington, D. C. 20036

Council of Governments
Department of Human Resources
1225 Connecticut Avenue, N.W.
Washington, D. C. 20036

Counsellor's Information
Service
1640 Rhode Island Avenue,N.W.
Washington, D. C. 20036

Dalhousie University
Industrial Relations Section
Halifax, Nova Scotia, Canada

ERIC Clearinghouse on Higher
Education
The George Washington
University
Washington, D. C. 20036

ERIC Clearinghouse for Junior
Colleges
University of California
96 Powell Library Building
Los Angeles, California 90024

Harvard University Trade
Union Program
Sherman 2
Harvard Business School
Soldiers Field
Boston, Massachusetts 02163

Harvard University
Manpower and Industrial
Relations Library
Littauer Center
Cambridge, Massachusetts 02138

Institute of Business and
Economic Research
University of California
Berkeley, California 94720

Institute of Continuing Legal
Education
Hutchins Hall
Ann Arbor, Michigan 48104

Instituto Technologico y de
Estudios Superiores de
Monterrey
Departmento de Relaciones Ind.
Sucursal de Correos "J"
Monterrey, N. L. Mexico

Iowa State University
Industrial Relations Center
280 East Hall
Ames, Iowa 50010

Laval University
Department of Industrial Relations
Ste. Foy, Quebec, Canada

Loyola University (of Chicago)
Institute of Industrial Relations
820 North Michigan Avenue
Chicago, Illinois 60611

Loyola University (of Los Angeles)
Industrial Relations Center
7101 West 80 Street
Los Angeles, California 90045

McGill University
Industrial Relations Center
1001 Sherbrooke Street, West
Montreal, Quebec, Canada

Massachusetts Institute of Technology
Alfred P. Sloan School of Management
Industrial Relations Section
Cambridge, Massachusetts 02139

Michigan State University
School of Labor and Industrial Relations
East Lansing, Michigan 48823

National Association of College and University Attorneys (NACUA)
One Dupont Circle, N.W.
Washington, D. C. 20036

National Association of College and University Business Officers (NACUBO)
One Dupont Circle, N.W.
Washington, D. C. 20036

National Education Association (NEA)
1201 16th Street, N.W.
Washington, D.C. 20036

National Labor Relations Board (NLRB)
Division of Information
1717 Pennsylvania Avenue, N.W.
Room 710
Washington, D. C. 20570

New York State Public Employment Relations Board (NYS/PERB)
50 Wolf Road
Albany, New York 12205

New York University
Institute of Labor Relations
Washington Square
New York, New York 10003

NEXUS - AAHE
One Dupont Circle, N.W.
Washington, D. C. 20036

(The) Pennsylvania State University
Center for the Study of Higher Education
101 Rackley Building
University Park, Pa. 16802

Princeton University
Industrial Relations Section
P. O. Box 248
Princeton, New Jersey 08540

Public Personnel Association
1313 East 60 Street
Chicago, Illinois 60637

Purdue University
Industrial Relations Committee
Krannert Graduate School of Industrial Administration
West Lafayette, Indiana 47907

Queen's University
Industrial Relations Center
Kingston, Ontario, Canada

Research Program on Faculty Governance
School of Education
University of Michigan
Ann Arbor, Michigan 48104

Research Project on Students and Collective Bargaining
2000 P Street, N.W.
Washington, D. C. 20036

Rutgers, The State University of New Jersey
Institute of Management and Labor Relations
University Extension Division
New Brunswick, New Jersey 08903
(Also: Library Information Service)

Saint Francis College
Graduate Program in Industrial Relations
Loretto, Pa. 15940

St. Joseph's College
Institute of Industrial Relations
18th and Thompson Streets
Philadelphia, Pa. 19121

San Diego State College
Institute of Labor Economics
Department of Economics
San Diego, California 92115

Society for College and University Planning
State University of New York at Buffalo
210 Hayes Hall
Buffalo, New York 14214

Society for Personnel Administration
National Press Building
529 - 14th Street, N.W.
Washington, D. C. 20004

Stanford Project on Academic Governance
School of Education
Stanford University
Stanford, California 94305

State Historical Society of Wisconsin
816 State Street
Madison, Wisconsin 53706
(Specializing in Labor History)

Teachers Insurance and Annuity Association (TIAA)
730 Third Avenue
New York, New York 10017

United States Bureau of Labor Statistics
400 First Street, N.W.
Washington, D. C. 20427

United States Department of Health, Education and Welfare
Education Division
National Center for Education Statistics
Washington, D. C. 20202

United States Department of Labor
Labor-Management Services Administration
Office of Labor-Management Relations Service
Washington, D. C. 20210

University of Alabama
Graduate School of Business
Manpower and Industrial Relations Institute
University, Alabama 35486

University of British Columbia
Institute of Industrial Relations
310 Henry Angus Building
Vancouver, British Columbia
Canada

University of California (Berkeley)
Institute of Industrial Relations
2521 Channing Way
Berkeley, California 94720

University of California
(Los Angeles)
Institute of Industrial
Relations
405 Hilgard Avenue
Los Angeles, California 90024

University of Chicago
Industrial Relations Center
1225 East 60 Street
Chicago, Illinois 60637

University of Colorado
Center for Labor Education
and Research
119 Macky
Boulder, Colorado 80302

University of Hawaii
Industrial Relations Center
2404 Maile Way
Honolulu, Hawaii 96822

University of Illinois
Institute of Labor and
Industrial Relations
504 East Armory Avenue
Champaign, Illinois 61820

University of Iowa
College of Business
Administration
Center for Labor and
Management
24 Phillips Hall
Iowa City, Iowa 52240

University of Massachusetts
Labor Relations and Research
Center
125 Draper Hall
Amherst, Massachusetts 01002

(The) University of Michigan
Industrial Relations Library
330 Graduate School of
Business Administration
Ann Arbor, Michigan 48104

(The) University of Mighigan -
Wayne State University
Institute of Labor and
Industrial Relations
108 Museums Annex
Ann Arbor, Michigan 48104

University of Minnesota
Industrial Relations Center
537 Business Administration
Building
Minneapolis, Minnesota 55455

University of Montreal
Department of Industrial
Relations
3150 Jean-Brilliant Street
Montreal, Quebec, Canada

University of Notre Dame
Industrial Relations Section
Department of Economics
Notre Dame, Indiana 46556

University of Oregon
Institute of Industrial and
Labor Relations
Eugene, Oregon 97403

University of Pennsylvania
The Wharton School
Industrial Research Unit
3733 Spruce Street
Philadelphia, Pa. 19174
(Also: Charles Patterson
Van Pelt Library)

University of San Francisco
Labor-Management School
San Francisco, California 94117

University of Toronto
Center for Industrial Relations
Toronto, Ontario, Canada

University of Utah
Institute of Industrial
Relations
College of Business
Salt Lake City, Utah 84112

University of Wisconsin
Industrial Relations Research
Institute
4226 Social Science Building
Madison, Wisconsin 53706

Wayne State University
Archives of Labor History and
Urban Affairs
Detroit, Michigan 48202

Western Interstate Commission
for Higher Education
P. O. Drawer P
Boulder, Colorado 80302

Yale University
Labor and Management Center
New Haven, Connecticut 06520

GLOSSARY

A:

Academic freedom - A university teacher should be free from institutional censorship or discipline and is entitled to intellectual freedom in research and/or publications. Implicit in the term is that a position imposes special obligations re. introduction of controversial matter which has no relation to the teacher's subject. Limitations of academic freedom because of religious or other aims of the institution should be stated in writing at the time of appointment.

Accountability - In higher education, the term refers to demands that the institutions, and individuals that provide educational services, must be "accountable" to one or more groups in some aspect of their behavior such as validity of objectives, effectiveness of expenditures, day-to-day performance of their functions, or educational results of activities, i.e., must account for their performance.

Across-the-board increase - A general wage increase simultaneously affecting all or most employees in a plant, company, or industry, by way of a uniform cents-per-hour or percentage increase.

Administrative law judge - Official who conducts hearings and makes recommendations to the NLRB or other government agency. (Formerly called a trial or hearing examiner.)

Advance notice - An announcement of an intention to carry out a certain action in sufficient time to prepare for it, such as notifying management of union's intention to modify a collective bargaining agreement, or notifying a worker that he will be laid off.

Affirmative action - Compliance with federal guidelines set down by the Department of Health, Education and Welfare for the purpose of advancing occupational and/or educational interests of specific minorities. Elements of affirmative action include employment practices, testing and validation, and promotion procedures.

A: (Cont'd.)

Affirmative order - Command issued by a labor relations board requiring the persons found to have engaged in unfair labor practices to take such steps as will, so far as possible, undo the effect of such practices.

Agency shop - Provision of a collective bargaining agreement which requires that all employees in the bargaining unit who do not join the employer organization pay a fixed amount, usually the equivalent of union dues, as a condition of employment to help defray the organization's expenses as bargaining representative.

Agent - Person acting for an employer or a union.

Agreement - A written agreement (contract) arrived at as the result of negotiation between an employer or a group of employers and an employee organization or group of organizations. It usually contains such provisions as the conditions of employment (wages, fringes, hours of work, etc.) and the procedures to be used in settling disputes during the term of the contract.

Amendment of certification - see "Clarification of Unit."

Annual improvement factor - Wage increases, granted automatically each contract year, which are based on increased employee productivity.

Annual wages - Sometimes used in a general sense to refer to total earnings received during a year; more particularly used in connection with plans whereby workers are guaranteed a minimum amount of wages or employment each year.

Anti-certification strike - Strike designed to force an employee to cease recognizing a union which has been certified as bargaining agent and to recognize the striking union instead. This is an unfair labor practice under the Taft-Hartley Act.

Anti-Injunction Law (Norris-LaGuardia Act) - A federal law passed in 1932 which restricted the rights of U.S. courts to issue injunctions aimed at restraining activities of labor unions. The Taft-Hartley Act of 1947 restored some injunctive power to the courts.

A: (Cont'd.)

Anti-strikebreaking Act (Byrnes Act) - A federal law passed in 1936 which prohibits the interstate transportation of "any person who is employed or is to be employed for the purpose of obstructing or interfering by force or threats with the peaceful picketing by employees during a labor controversy, or the exercise by employees of any of the rights of self-organization or collective bargaining."

Antitrust laws - Federal and state statutes to protect trade and commerce from unlawful restraints and monopolies. For many years used to restrict union activities such as strikes, picketing, and boycotts, recently their use in labor cases has been limited by statute and judicial interpretation.

Arbitration - The process of referring disputes between employers and employees (or between two rival unions) to the decision of impartial adjudicators. While an arbitrator's decision is legally binding, arbitration differs from judicial process in that the disputants have voluntarily agreed to refer the matter to arbitration and have themselves selected the arbitrator, and hearings are usually much less formal than court proceedings. Also, the arbitrator may make independent investigations. Disputes as to "rights" are adjudicable under the laws or agreements on which the rights are based, whereas disputes as to "interests" involve questions of policy which are not yet contractualized.

Arbitrator - An impartial third party to whom disputing parties submit their differences for decision (award).

Area agreement - An employer-union agreement which covers all or most of the establishments and workers in a given industry within a geographical region, usually more extensive than a city or metropolitan center. Unlike an association agreement it is signed individually by each employer concerned.

Assessments - A monthly, annual, or single charge levied by the union on each of its members for a special purpose not covered by regular dues.

Association agreement - An agreement negotiated and signed by an employers' association on behalf of its members, with a union or a joint board representing several unions. An association agreement may cover all or most of the employers within an industry throughout the country or in a single city or locality.

A: (Cont'd.)

Authorization card - Statement signed by an employee designating an employee organization to act as his representative in collective bargaining. An employee's signature on an authorization card does not necessarily mean that he is a member of the organization.

Automatic wage adjustment - A plan whereby wage rates are raised or lowered according to an established formula in response to other specified changes such as changes in the cost of living prevailing to wages, business profits, or prices.

Automatic wage progression - A plan by which wage rates of workers in jobs with established rate ranges are increased automatically at set time intervals until the maximum rate for the job is reached. Some plans combine automatic progression up to a specified point (for example, the midpoint) within the range, with discretionary increases up to the maximum based on merit or other factors.

Automation - The substitution of machines for human labor and skills.

Avoidance of a forfeiture - If an agreement is susceptible of two constructions, one of which would work a forfeiture and one of which would not, the arbitrator will be inclined to adopt the interpretation that will prevent the forfeiture.

Award - In labor-management arbitration, the final decision of an arbitrator, usually binding on both parties to the dispute.

B:

Back pay - Wages due an employee for past services, usually representing the difference between money already received and a higher amount owed.

Back-to-work movement - A return of strikers to their jobs before their union has declared the strike ended.

Bargainability - see "Scope of Bargaining."

Bargaining agent - see "Agent."

B: (Cont'd.)

Bargaining representative - Any organization, agency, or person authorized or designated by an employer, employee, group of employees, or employee association to act on its behalf and represent it or them.

Bargaining rights - Generally used with reference to workers' rights to bargain collectively with their employers as established by law and judicial interpretations.

Bargaining unit - A group of employees who voluntarily unite, or by decision of a government agency such as the NLRB, are deemed to be an "appropriate" unit for bargaining collectively with their employer (or employers).

Base rate - Under incentive wage systems, the rate for the established task or job standard, production beyond standard bringing extra pay.

Best Evidence Rule - The rule of evidence that the best evidence of which the case is susceptible and which is within the power of the party to produce, or is capable of being produced must be adduced in proof of every disputed fact.

Bidding - System of having vacant jobs posted on bulletin boards or otherwise circularized, with present employees having the privilege of applying on basis of their seniority.

Binding arbitration - see "Arbitration."

Blue-collar workers - Term used to describe manual workers, i.e., production and maintenance workers. In higher education, blue-collar employees are sometimes referred to as "other than faculty" personnel.

Board of inquiry - A board appointed by the President under the Labor Management Relations Act, to examine and report on facts and positions of parties in a "national emergency" dispute. Term also used for any board set up by public agency to investigate a labor dispute. (see also "Fact-Finding.")

Boards of mediation - The various state mediation agencies that perform services in the furtherance and assistance of arbitration.

Bona fide union - A union chosen or organized freely by employees without unlawful influence on the part of their employer.

B: (Cont'd.)

Bonus - Any payment in addition to regular or base wages; may be in the form of a Christmas bonus or other annual allotment or may refer to extra rates paid for nightwork, overtime, hazardous work, etc. Also used in connection with incentive wage systems to designate amounts earned in excess of base or guaranteed rates.

Boycott - A concerted effort to withhold and to induce others to withhold the purchase of goods or services produced in a nonunion plant or by an employer accused of objectionable labor practices.

Bumping - During layoffs, the displacing of junior employees by workers of longer service; sometimes referred to as "backtracking."

Business agent - A person employed by a local union to assist in negotiating agreements with the employer, help settle grievances, and see that both employers and members observe the terms of the agreement. A business agent's duties are similar to those of a union steward but the latter are company employees who continue to work at their regular jobs, while a business agent is a full-time representative of the union. Business agents are most common in the building trades unions.

Business unionism ("bread-and-butter" unionism) - Used to characterize objectives of trade union movement in United States, with emphasis on higher wages and better working conditions rather than political action or radical reform of society.

Byrnes Act - see "Anti-strikebreaking Act."

C:

Card check - Checking union authorization cards signed by employees against employer's payroll to determine whether a union represents a majority of the employer's employees.

Carnegie Commission Reports - In-depth reports by the Carnegie Commission on Higher Education that have served as informational resources for policy-makers in universities, government and business organizations. The Commission's investigations have included Federal funding, expanding educational opportunity, community college development, campus dissent, effective use of resources, financing higher education, etc.

C: (Cont'd.)

Casual workers - Workers employed for short periods of time who attain no seniority status with either the employer or the union.

Cease-and-desist order - Command issued by a labor relations board requiring employer or union to abstain from unfair labor practice.

Certification - Official designation by a labor board of a labor organization entitled to bargain as exclusive representative of employees in a certain unit.

Challenged ballot - A vote questioned by one of the parties to a representation election. Challenged ballots are kept sealed and are opened and counted only if their number is sufficient to affect the outcome of the election.

Charge - Formal allegations against employer or union under labor relations acts on the basis of which, if substantiated, a complaint may be issued by the board or commission.

Check-off - The practice whereby the employer, by agreement with the union, withholds union dues and assessments from the pay of union members and turns the funds over to the union. The 1947 Labor-Management Relations Act and the state laws permit check-off only for those employees who individually authorize the employer to make such withholdings.

Clarification of unit - A procedure where an administrative agency or the employer and union, by stipulation, redefine a bargaining unit.

Classified employees - A term used to designate employees of the federal government who occupy positions established by the Classification Act of 1949. Sometimes used to identify civil service titles in higher education.

Closed shop - An agreement between an employer and a union which specifies that no persons shall be employed who are not members of the union and that all employees must continue to be members in good standing throughout their period of employment. Closed shops were declared illegal by the 1947 Labor-Management Relations Act.

C: (Cont'd.)

Coalition (coordinated) bargaining - Joint or cooperative efforts by a group of unions in negotiating contracts with an employer who deals with a number of unions.

Coercion - Economic or other pressure exerted by an employer to prevent the free exercise by employees of their right to self-organization and collective bargaining; intimidation by union or fellow employees to compel affiliation with union.

Collective agreement - see "Contract."

Collective bargaining (collective negotiations) - A method of bilateral decision making in which representatives of the employees and employer determine the conditions of employment of all workers in a bargaining unit through direct negotiation. The bargaining normally results in a written contract which is mutually binding and sets forth wages, grievance procedures, and other conditions of employment to be observed for a stipulated period. Collective bargaining is to be distinguished from individual bargaining, which applies to negotiations between an individual employee and the employer.

Collegiality - Refers to the concept of shared authority in decision-making characterized by joint faculty-administration committees or deliberation bodies.

Collusion - A conspiracy between an employer and the certified representative of his employees to defraud the employees while providing the semblance of a genuine bargaining relationship.

Community Colleges - Comprehensive public 2-year colleges that offer academic, general, occupational, remedial and continuing adult education.

Community of interest - A factor to be considered in determining whether employees should be grouped together as an appropriate bargaining unit. Community of interest guidelines include similar working conditions, similar job responsibilities, desires of the employees, common, centralized supervision or work site, common skills or educational requirements.

Company union - Organizations of employees of a single employer usually with implication of employer domination.

C: (Cont'd.)

Constructive discharge - Unfavorable treatment of employee marked for discharge so that employee will "voluntarily" resign.

Consultation - The process through which the employer seeks the opinions and suggestions of employees and employee organizations in the formulation and implementation of policies which are likely to affect their working conditions. Consultation provides employees a greater opportunity to participate in the development of policies which are of concern to them, but it is not in the nature of a negotiating session in which two equal parties arrive at a mutually acceptable decision.

Continuous negotiating committees (interim committees) - Established by employers and employee organizations in a collective bargaining relationship to keep an agreement under constant review to discuss possible changes long in advance of its expiration date. (see also "Crisis Bargaining.")

Contract - Formal agreement over wages, hours and conditions of employment entered into between an employer or group of employers and one or more unions representing employees of the employers.

Contract-bar rules - Rules applied by the NLRB in determining when an existing contract between an employer and a union will bar a representation election sought by rival union.

Contracting - A system of having portions of the manufacturing processes sublet to contractors; common in the clothing and automobile industries.

Contributory welfare plan - A retirement pension or other benefit plan whose cost is shared (not necessarily equally) by both the employer and the employees.

Cooling-off period - Period during which employees are forbidden to strike under law which requires a definite period of notice before a walkout.

Cost-of-living adjustment - see "Escalator Clause."

C: (Cont'd.)

Cost-of-living index - A measure of the change in the retail price of goods, rents, and services. The most widely known index, that of the Bureau of Labor Statistics, is issued every month and represents the average change in prices of living essentials in representative large cities. Correctly termed Consumers Price Index or CPI.

Craft employee - Any employee who is engaged with his helpers or apprentices in a manual pursuit requiring the exercise of craft skills which are normally acquired through a long and substantial period of training or a formal apprenticeship and which, in their exercise, call for a high degree of judgment and manual dexterity.

Craft union - A labor organization whose jurisdiction is limited to one or several allied skilled trades.

Crisis bargaining - Collective bargaining taking place under the shadow of an imminent strike deadline. (see also "Continuous Negotiating Committees.")

Cyclical unemployment - Unemployment caused by fluctuations in the economy.

D:

Damage suits - Suits which may be brought in Federal courts, without the usual limitations, to recover damages for breach of collective bargaining contracts and for violation of prohibitions against secondary boycotts and other unlawful strike action under the Taft-Hartley Act.

Deauthorization election - Election held by the NLRB under the Taft-Hartley Act to determine whether employees wish to deprive their union bargaining agent of authority to bind them under a union-shop contract.

D: (Cont'd.)

Decertification - A procedure for removing the designation of an employee organization as the certified bargaining representative. This is done after a petition alleging that the organization no longer represents a majority of the employees if the organization still claims to be the majority representative of said employees.

De minimis rule - In denying grievances, arbitrators sometimes apply the rule of de minimis non curat lex, under which trifling or immaterial matter will not be taken into account. Often in applying this principle the arbitrator concludes that the action complained of is such a slight departure from what is generally required by the agreement that the action must be viewed either as a permissible exception or as not constituting an injury at all.

De novo - A term used to signify an in-depth review of an action which starts at the beginning reconsidering all the evidence as contrasted with a limited or procedural review.

Department chairman(person) - Faculty member responsible for certain administrative and supervisory tasks. The position has been included in some faculty units and excluded in others.

Disability insurance - Insurance plans which cover non-occupational connected sickness and accidents.

Discharge - Involuntary dismissal of an employee for cause. A discharged employee, unlike one laid off, loses his seniority rights to re-employment.

Discrimination - "Discrimination in regard to hire or tenure of employment as a means of encouraging or discouraging membership in a labor organization," also refusal to hire, promote, or admit to union membership because of race, creed, color, sex, age or national origin.

Dismissal wage - Payment by the employer of a sum of money to an employee who is permanently and involuntarily laid off.

Dispute - A controversy between an employer and employees (or union) that is sufficiently serious to be referred to an arbitrator or government agency for settlement or to threaten or cause a work stoppage. Sometimes used as synonymous to strike or lockout but more frequently given the broader connotation to include threatened as well as actual strikes. (see also "Strike.")

D: (Cont'd.)

Domination - Control exercised by an employer over a union of his employees.

Down grading - The reassignment of workers to tasks with lower skill requirements with lower rates of pay. May occur during periods of reduction of work force through the bumping process.

Dual unionism - A charge leveled at a union member or officer who seeks or accepts membership or position in a rival union, or otherwise attempts to undermine a union by helping its rival.

Dues check-off - see "Check-off."

Dues, union - see "Union Dues."

Duty to bargain - see "Good Faith Bargaining."

E:

Earnings - Total remuneration for services rendered or time worked including overtime, bonuses and commissions, and other premium pay. (see also "Incentive Wages," "Real Wages.")

EEOC - The Equal Employment Opportunity Commission, established by Title VII of the Civil Rights Act of 1964, prohibits employers or labor unions with 25 or more employees from discriminating against an individual because of race, color, religion, sex or national origin. Frequently invoked to secure equal rights for female employees.

Ejusdem generis - Under the doctrine of ejusdem generis where general words follow an enumeration of specific terms the general words will be interpreted to include or cover only things of the same general nature or class as those enumerated, unless it is shown that a wider sense was intended. Arbitrators apply this doctrine.

Employee election - Balloting by employees for the purpose of choosing a bargaining agent or unseating one previously recognized.

Employment contract - Agreement entered into between an employer and one or more employees.

E: (Cont'd.)

Equal pay for equal work - A wage plan or legal provision for the payment of the same compensation to all employees within an establishment, or other bargaining unit, who are performing the same kind and amount of work, regardless of race, sex, or other characteristics of the individual workers.

Escalator clause - A provision found in many collective bargaining agreements which is designed to keep the "real income" of the worker reasonably stable during the term of the agreement in the face of price fluctuations. It provides for periodic wage adjustments to reflect changes in the Consumer Price Index or other measures of living costs. Downward as well as upward adjustments are permitted, though there usually is a stated floor below which wages may not be reduced.

Escape period - A period, normally 15 days, during which employees may resign from a union so as not to be bound to continue membership under membership-maintenance agreements.

Exclusive representative - The employee organization certified to represent a majority of the employees in an appropriate bargaining unit and designated as the collective bargaining agent for all employees in the unit, both members and nonmembers.

Exclusivity - The right (usually provided by labor relations statutes) acquired by an employee organization to be the sole representative of the bargaining unit.

Exempt employees - Employees who are not subject to the provisions of the Fair Labor Standards Act.

Exigency - see "Financial Exigency."

Expiration date - Formal termination date established in a collective bargaining agreement, or the earliest date at which the contract may be terminated.

Expressie unius est exclusio alterius - Frequently arbitrators apply the principle that to expressly include one or more of a class in a written instrument must be taken as an exclusion of all others. To expressly state certain exceptions indicates that there are no other exceptions. To expressly include some guarantees in an agreement is to exclude all other guarantees.

F:

Fact-finding - Investigation of an unresolved labor-management negotiation dispute by an impartial individual, board, or panel. Fact-finders are usually appointed by a labor relations agency by the parties themselves, or, at the request of the parties, by the American Arbitration Association. Fact-finders issue reports, which may be made public, and frequently make non-binding recommendations.

Faculty - Those employed by a college or university in a professional capacity. Term can refer to administrative, teaching and non-teaching personnel.

Faculty rights and responsibilities - see "Academic Freedom."

Fair employment practice - Term applied in some statutes to conduct which does not contravene prohibitions against discrimination in employment because of race, color, religion, sex, or national origin.

Featherbedding - Practices, usually by unions, such as demanding payment for work not performed, refusing to allow adoption of labor-saving equipment, and creating non-essential jobs.

Federal Mediation and Conciliation Service - The Federal Mediation and Conciliation Service's (FMCS) basic arbitration function is the maintenance of a roster from which the Service can nominate arbitrators to the parties.

Fiduciary obligation - Obligation of trust imposed by law on union officials, particularly with respect to the union's funds and the fair and disinterested representation of union members in collective bargaining.

Field examiner - An employee of the NLRB whose primary duties are to conduct certification elections and to conduct preliminary investigations of unfair labor practice charges.

Financial exigency - Fiscal situation where employer feels it is necessary to curtail programs and/or lay off employees.

Fiscal dependence - Term showing that a unit of government does not have its own revenue-raising power.

F: (Cont'd.)

Free rider - A union t rm for a worker who does not belong to a union but nevertheless receives the benefits derived from a union-negotiated contract or other union activity.

Fringe benefits - Term used to encompass items such as vacations, holidays, insurance, medical benefits, pensions, and other similar benefits that are given to an employee under his employment or union contract in addition to direct wages.

Full employment - There is considerable disagreement about the meaning of full employment. Ideally, this term means an employment level at which any person willing and able to work can find employment.

Functus officio - The authority and jurisdiction of arbitrators are entirely terminated by the completion and delivery of an award. After the award has been rendered, the arbitrator should not issue any clarification or interpretation thereof, or comments thereon, except at the request of both parties, unless the agreement provides therefor.

G:

General strike - A widespread sympathetic strike in which workers attached to various industries and unions participate, in contrast to a general industry strike which is confined to one union or one industry even though plants may be widely scattered over the country.

Good-faith bargaining - The type of bargaining an employer and a majority union must engage in to meet their bargaining obligation under the Taft-Hartley Act. The parties are required to meet at reasonable times and to confer in good faith with respect to wages, hours, and other terms and conditions of employment, but neither party is required to agree to a proposal or to make a concession.

Goon - A person hired either by a union or by management during a labor dispute to create violence and thereby to intimidate the other side.

G: (Cont'd.)

Governance - The act of collegial decision-making, peer group evaluation or administrative deliberations made in the context of running a university.

Grievance - A statement of dissatisfaction, usually by an individual, but sometimes by the union or management, concerning interpretation of a collective bargaining agreement or traditional work practices. Method of dealing with individual grievances is usually spelled out in the union contract.

Grievance committee - Committee designated by a union to meet periodically with the management to discuss grievances that have accumulated.

Gross National Product - The total value of all the goods and services produced in the nation as determined by the current prices paid for them; usually computed on a yearly basis.

Guaranteed Annual Wage (GAW) Plan - A plan whereby an employer agrees to provide his employees a guaranteed minimum of employment or income for a year. Not widely practiced, GAW has, nonetheless, been an important bargaining issue in recent years.

Guaranteed employment - A plan established by an employer or through employer-union negotiations, whereby employees are assured a specified number of days' work per week or weeks per year or the equivalent in wages.

Guaranteed wage rate - The base rate or other established minimum which is guaranteed under most incentive wage systems regardless of actual output.

H:

Hearing - A meeting during which argument and testimony are taken for the purpose of developing a factual record relevant to the issue(s) in representation.

Hold-back pay - Any wages withheld by employer; most generally used in connection with the two or three days' wages earned between the end of the pay period and payday.

I.

Illegal strike - Technically, a work stoppage forbidden by law because specified legal procedures have not been followed prior to the stoppage, or because of an injunction forbidding the stoppage. In union parlance, the term does not necessarily relate to a strike prohibited by a law but refers to a stoppage by union members which has not been authorized by the proper union officials or voted upon in accordance with the union's rules.

Immunity clause - Clause in a contract designed to protect a union from suits for contract violation growing out of unauthorized strikes. A typical clause would limit recourse of the parties to the grievance procedure of the contract.

Impartial chairman - An outside person employed jointly by the union and employer (or employers), usually for a definite period of time, to assist in negotiating and administering the collective agreements. After the contract is negotiated, it is the function of the impartial chairman to see that both parties observe the terms of the contract and to make final decisions when questions arise as to interpretation or application.

Impasse - That point in the negotiations at which either party has determined that no further progress in reaching agreement can be made. Technical impasse refers to that point at which agreement is supposed to be reached and has not, but the parties are continuing to bargain in good faith.

Improper practice - Conduct prohibited by the statute or administrative regulation, e.g., bribery by employers and labor relations consultants of union officials and conflicts of interest among union officials. The term is also used in public employment relations as a substitute for unfair labor practice.

Incentive wages - A method of wage payment by which earnings fluctuate more or less in accordance with actual output, thus providing an immediate financial stimulus to increased effort and output.

Independent union - A union that is not affiliated with the AFL-CIO. The United Auto Workers and the Teamsters are examples. There are also smaller independent unions confined to a single plant or company.

I: (Cont'd.)

Individual contract - Agreement of employer with individual employee covering conditions of work.

Industrial relations - General term covering matters of mutual concern to employers and employees; the relationships, formal and informal, between employer and employees.

Industrial union - A labor organization whose jurisdiction includes all or most occupations, skilled and unskilled, within an entire industry.

Initiation fees - Fees required by unions as a condition to the privilege of becoming members. If such fees are excessive or discriminatory, an employer may not be held to the obligation, under a union shop, of discharging employees who do not join the union.

Injunction - Mandatory order by a court to perform or cease a specified activity usually on the ground that otherwise the complaining party will suffer irreparable injury from unlawful actions of the other party.

Interference - Short-cut expression for "interference with the right of employees to self-organization and to bargain collectively."

Internal disputes plan - A method established by constitution of the AFL-CIO for resolving disputes arising between affiliated unions. The plan designed to protect the established relationships of member unions.

International representative - Generally, a full-time employee of a national or international union whose duties include assisting in the formation of local unions, assisting in grievance settlements dealing with affiliated local unions, settling disputes within and between locals.

International union - In this country "International" refers to unions having members in Canada as well as in the United States.

Intervention - After a petition for certification has been filed, other employee organizations are permitted to intervene in the proceeding to resolve a question concerning the representation of employees if it has submitted a showing of interest. If intervention is permitted, the intervenor becomes a party for all purposes and may appear on the ballot.

I: (Cont'd.)

Intimidation - Actual or implied threats to induce employees to refrain from joining or to join a labor organization; threats used in other aspects of labor controversies.

J:

Job classification - The money value (base rate) attached to a job on the basis of a formal method of evaluation.

Job evaluation - The qualitative rating of jobs to determine their position in a job hierarchy according to skill, experience, responsibility, and other special requirements, for purposes of determining relative wage rates.

Joint agreement - An agreement signed by several unions with one employer or several employers with one union, or several unions and several employers. Joint agreements are frequent among allied craft unions and employers within the same industry.

Joint bargaining - Process in which 2 or more unions join forces in negotiating an agreement with a single employer.

Judicial review - Proceedings before courts for enforcement or setting aside of orders of labor relations boards. Review is limited to conclusions of law, excluding findings of fact unless these are unsupported by evidence.

Junior colleges - Public and private 2-year colleges.

Jurisdiction - Right claimed by union to organize class of employees without competition from any other union; province within which any agency or court is authorized to act.

Jurisdictional disputes - A dispute (which may or may not develop into a work stoppage) between two or more unions concerning the right to gain or retain the control of jobs in a particular trade, or the assignment of workers to these jobs. Sometimes confused with a rival union dispute but basically the issue is very different. The latter involves the question as to which one of two or more unions shall represent the workers already employed in a plant or other bargaining unit. In a jurisdictional dispute the issue is which group of workers, that are members of which union, shall have the right to be employed on the jobs in question.

J: (Cont'd.)

Jurisdictional strikes - Some unions engage in jurisdictional strikes. In such strikes, two labor unions compete for control of the same workers.

K:

L:

Labor grade - The category to which a particular job is assigned on the basis of skill, experience, and other requirements, each grade from common labor to those including the highest skilled occupations having progressively higher minimum and maximum wage rates, the purpose being to simplify the wage structure and facilitate transfers of personnel.

Labor laws - Usually applied to Federal or state legislation aimed at improving the conditions of workers or protecting the rights of labor unions; any legislation pertaining to workers and working conditions.

Labor-Management Relations Act (Taft-Hartley Act) - A Federal statute passed in 1947 amending the Wagner Act of 1935. Among the important provisions of the law are: (1) the closed shop is outlawed; (2) the government is authorized to seek an injunction preventing any work stoppage for 80 days in a strike that imperils the nation's health and welfare; (3) unions are prohibited from using union funds in connection with national elections; (4) unions must file financial statements with the Department of Labor and the membership; (5) the states are authorized to pass right-to-work laws.

Labor-Management Reporting and Disclosure Act (Landrum-Griffin Act) - A Federal statute, passed in 1959, designed to rid unions of corruption and to ensure internal union democracy. It contains a "bill of rights" for union members, regulations concerning trusteeships, conditions to be observed in elections of union officers, and a definition of the fiduciary obligations of union officers.

Labor monopoly - In general economic terms, monopoly power is the ability of a seller to influence significantly the supply of a product or service and thereby exercise substantial control over price.

L: (Cont'd.)

Labor movement - General term usually applied to organized labor and its growth, structure, and activities, but may sometimes refer to all concerted economic, political and social activities of organized employees.

Labor relations - A general term used in connection with any or all matters of mutual concern to employers and employees. Sometimes given a more limited meaning to indicate the kind of recognition in effect between an employer and union.

Labor relations board - Quasi-judicial agency set up under national or state labor relations acts, whose duty it is to issue and adjudicate complaints alleging unfair labor practices, to require such practices to be stopped, and to certify bargaining agents for employees.

Labor turnover - Rate at which workers move into and out of employment, usually expressed as the number of accessions and separations during a given period per one hundred employees.

Laches - A doctrine, by which equitable relief is denied to one who has been guilty of unconscionable delay as shown by surrounding facts and circumstances, in seeking that relief.

Landrum-Griffin Act - see "Labor-Management Reporting and Disclosure Act."

Layoff - Most frequently used in connection with dismissal from a job because of lack of work although sometimes used to refer to a temporary suspension for disciplinary reasons in contrast to a permanent discharge. Laid-off employees usually retain seniority rights to re-employment for more or less extended periods of time.

Leave of absence - Allowed time off from a job with the right of reinstatement and without loss of seniority.

Legally required benefits - Term applied to employee-benefit programs to which employers must contribute, or insurance that they must purchase for employees according to law, e.g., social security.

L: (Cont'd.)

Living document - This term, as used by unions, expresses the belief that the terms of an agreement, particularly a long-term agreement, should be subject to review and renegotiation by the parties if conditions change or unforeseen events come about, despite the absence of a reopening clause.

Local - Group of organized employees holding a charter from a national or international labor organization.

Local union - Although the term could be applied to any labor organization whose membership is confined to a single locality, the term is generally used to refer to local organizations which have been chartered by, and are affiliated with, a national union.

Lockout - Closing down of a business as a form of economic pressure upon employees to enforce acceptance of employer's terms, or to prevent whipsawing where union bargains with an association of employers.

Long-term contract - Generally, a collective bargaining agreement with a duration of 2 or 3 years or longer, as distinguished from a 1-year agreement.

Longevity pay - Wages based on length of service; may be in the form of graduated wage rates or an extra bonus or per cent added to regular or base earnings.

M:

Maintenance of membership - Union-security agreement under which employees who are members of a union on specified date, or thereafter become members, are required to remain members during the term of the contract as a condition of employment.

Majority representation - A determination by an appropriate agency that a certain union shall be the collective bargaining agency for all the employees within the bargaining unit.

Majority rule - Rule that the representative chosen by the majority of employees in an appropriate unit shall be the exclusive bargaining agent for all the employees.

Make-up work - Work performed outside regular hours to make up for time lost, for example, work done on Saturday or on employee's usual day off.

Management - Term applied to the employer and his representatives, or to corporation executives who are responsible for the administration and direction of an enterprise.

Management prerogatives - Rights that employers feel are exclusively their own and hence not subject to collective bargaining and negotiations. These rights are often expressly reserved to employers in statute, agreements, or memoranda of understanding. They often include the right to determine the services to be performed to maintain efficiency and order, and to hire and direct the work force.

Management-rights clause - Collective bargaining contract clause that expressly reserves to management certain rights and specifies that the exercise of those rights shall not be subject to the grievance procedure or arbitration.

Marginal worker - A worker who by reason of age, mediocre skill, or other reason, is able to obtain employment only during periods when the labor supply is limited.

Master agreement - A union agreement signed by the dominant employer or several of the largest employers in an industry, or by an employers' association which includes most of the employers in the industry.

Mediation - Offer of good offices to parties to a dispute as an equal friend of each; differs from conciliation in that the mediator makes proposals for settlement of the dispute that have not been made by either party.

Meet and confer negotiations - Meet and confer laws generally extend to public employees the right to organize and to make presentations and recommendations before the appropriate legislative body which will then make a unilateral decision.

M: (Cont'd.)

Merit increase - A wage increase granted to an individual worker because of his improved efficiency or quality of work in contrast to a longevity increase based on length of service, or a promotion increase due to a transfer to a more highly paid job, or an increase resulting from a general rise in wage levels.

Merit rating - A formalized periodic rating of employees' efficiency and other qualifications to be used as a basis for wage increases and promotions and, in some plants, as one factor taken into consideration to determine order of layoff.

Minimum wage - Lowest wage rate allowed by either Federal or state law.

Modified union shop - An agreement between an employer and a union requiring all present members to retain their membership and all new employees to become members, but does not require employees who were not members at the time the agreement was signed to join the union.

Monitorship - Supervision or surveillance of a union by an outside party, usually for a limited time, imposed by order of a court or parent union organization.

Moonlighting - The term applied to the holding of more than one job by a worker, thus suggesting that the extra job is performed "by moonlight."

More favorable terms - An agreement by a union that will not grant more advantageous terms (for example, lower wage rates) to any competitor of the employer signing the agreement.

Multiemployer bargaining - Collective bargaining covering more than one company in a given industry.

N:

National emergency strike - Strikes which are not specifically forbidden by the Labor-Management Relations Act but which may be enjoined for up to 80 days if, in the opinion of the President, they threaten the national health or safety.

N: (Cont'd.)

National Labor Relations Act (Wagner Act) - Federal law passed in 1935 which guaranteed workers the right to organize and join unions, to bargain collectively, and to act in concert in pursuit of their objectives. It provided for secret certification elections, and gave the union the right to be the exclusive bargaining agent for all workers in a bargaining unit and created the National Labor Relations Board to administer the law.

National union - A union having broad regional coverage with numerous affiliated locals.

Negotiating committee - Committee of a union or an employer selected to negotiate a collective bargaining contract.

Negotiation - The process by which representatives of labor and management bargain to set conditions of work, e.g., wages, hours, benefits, working conditions, and the machinery for handling grievances.

Neutrals - General term covering mediators, fact-finders, arbitrators, and other individuals who might assist the parties in their bargaining or contract administration efforts.

NLRB decisions - Administrative decisions made by the National Labor Relations Board, a federal agency governing labor conflicts (unfair labor practices, unit determinations, etc.) in the private sector.

No-agent vote - An option available in collective bargaining elections. If the no-agent box receives a majority of the ballots cast, there can be no collective bargaining and no new election scheduled for at least 12 months.

No-strike clause (and no-lockout clause) - Provision in a collective bargaining agreement in which employee organization agrees not to strike and employer agrees not to lockout employees for the duration of the contract.

Noncontributory welfare plan - A health or pension program for the benefit of employees which is financed entirely by the employer.

Nonproduction bonus - An extra payment to an employee based on a factor other than the output of the worker, such as a Christmas bonus, attendance bonus, or payment in reward for waste elimination.

N: (Cont'd.)

Non-teaching professionals - That group of people who do not teach but who hold professional positions in a college or university. Examples include librarians and admissions counselors.

Norris-LaGuardia Act - see "Anti-Injunction Law."

Noscitur a sociis - Definite meaning may be given to ambiguous or doubtful words by construing them in the light of the entire or surrounding text.

O:

Open admissions - A term which refers to access to institutions of higher education. Generally, it means anyone possessing a high school diploma must be accepted by a branch of the public higher education system.

Open-end agreement - A collective bargaining agreement which has no fixed termination date but which is in effect indefinitely subject to a specified number of days' notice by either party that it considers the agreement at an end.

Open shop - Theoretically, a shop where both union and non-union members are employed. Before union discrimination became illegal, the so-called "open shop" campaigns conducted by employers were in reality an effort to keep unions and union members out of their plants.

Organizational picketing - Picketing of an employer in an attempt to induce the employees to join the union.

Organizer (union organizer) - Employee of a union or federation (usually paid but sometimes a volunteer) whose duties include recruiting new members for the union, assisting in forming unions in nonunion companies, assisting in campaigns for recognition, etc.

Outlawed strike - Strike forbidden by law.

Overtime - Time worked beyond the standard established by law, employer-union agrements or company regulations, for which "penalty" rates, that is, higher than regular wage rates, are paid. Sometimes used to refer to the wages paid rather than the actual overtime worked, for example, referring to two hours' work at time and one-half rate as being three hours' overtime.

P:

Package increase - A combination of benefits including wage increases.

Parity - The equivalence established between the wage schedules of some categories of employees.

Past Practice - Existing practices in the plant or company, sanctioned by use and acceptance, that are not specifically included in the collective bargaining agreement, except, perhaps, by reference to their continuance.

Pattern wage increase - A uniform increase awarded throughout an industry or industries even though the collective bargaining is done on a company-by-company basis.

Penalty rates - Commonly applied to extra rates paid for overtime and for Sunday and holiday work as well as hazardous or onerous work; also sometimes used to designate higher rates for nightwork, although more commonly these are referred to as shift bonus or shift differential rates.

PERB decisions - Administrative rulings made by state public employment relations boards governing labor conflicts in the public sector.

Performance evaluation - The evaluation of occupational or educational merits. Usually used for decisions regarding promotion, tenure, or non-renewal.

Permissive wage adjustment - Provisions in employer-union contracts allowing either party to re-open the question of wage rates whenever any one or a number of specified changes in conditions have taken place either inside or outside the plant, for example, changes in cost of living or general economic conditions or changes in methods of doing the work.

Permit card - A card issued by the union to a nonmember, which permits him to accept temporary employment with an employer who has a union shop contract.

Permit fee - Money charged by a union to a nonunion applicant, which permits him to accept temporary employment on a "union job."

P: (Cont'd.)

Perquisites - Goods or services furnished by an employer which could be considered as an addition to wages; for example, free meals or lodging, right to buy goods from the employer at a discount, etc.

Picketing - A person or persons posted by a labor organization at the approach of a work place during a labor dispute for the purpose of (a) informing the public and employees that a dispute exists, (b) persuading workers to join or continue the strike or boycott, (c) preventing persons from entering or going to work.

Portable pensions - Pension plans which increase the mobility of employees by allowing them to transfer earned pension credits from one employer to another.

Preferential hiring - Agreed-upon arrangement whereby the employer gives preference in hiring to union members, to applicants with previous training and experience in the industry, to workers displaced from another plant or from another part of a particular plant, or by order of the NLRB to employees found to be discriminatorily discharged.

Preferential shop - An agreement between an employer and union whereby union members are afforded preference over nonmembers in some aspect of employment; for example, the last to be laid off and the first to be rehired.

Premium pay - Variously ascribed to extra payments over normal wage rates to which employees are entitled because of work beyond or outside of regular hours, or for output beyond established minimum standards, or for especially hazardous or onerous work.

Preventive mediation - Procedures designed to anticipate and study potential problems of employment relations. These procedures may involve early entry into a resolution of employment disputes before a strike threatens.

Private pension plans - Non-government plans providing for regular payments to employees after retirement.

Probationary employee - A new employee on a trial basis who is usually not covered by seniority or other protective rules and, under most union-shop arrangements, is not required to join the union.

P: (Cont'd.)

Productivity - Amount produced in relation to effort or time expended; a measurement of unit output per worker or per man-hours or days worked.

Professional employee - Any employee whose work is predominantly intellectual and varied in character, involves the consistent exercise of discretion and judgment, and requires knowledge of an advanced nature in the field of physical, biological, or social science, or in the field of learning. (Work is of such a character that the output produced or the result accomplished cannot be standardized in relation to a given period of time.) Employees qualifying as "professional" under Sec. 2(12) of the Taft-Hartley Act may not be included in a unit containing non-professional employees unless the professional employees so elect.

Professional holiday - A strike by school teachers which is intended to last a short period of time, usually one or two days.

Professional negotiations - A term developed by the NEA referring to a set of procedures, written and officially adopted, which provides an orderly method for the school board and the local association to negotiate on matters of mutual concern.

Profit sharing - A plan by which employees receive a specified proportion of the company's net earnings or of earnings above a specified amount; usually prorated according to employees' service records or other formula and distributed in the form of annual or semi-annual bonuses.

Progression wages - Graduated wages, within specified limits for each job, based on length of service or merit ratings in contrast to increased wages resulting from promotions to higher jobs.

Q:

"Quickie" strike - A spontaneous stoppage of work by a group of employees without the sanction or approval of the union; also known as a wildcat strike.

Quid pro quo - That which is supplied by one party in consideration of that which is supplied by the other party.

R:

Raiding - An organization's attempt to enroll members belonging to another organization or employees already covered by an agreement negotiated by another organization, with the intent to usurp the latter's bargaining relationship.

Rank and file - Members of a union other than the officers.

Rate range - A range of rates for the same job, with specific rates of individual workers within the range determined by merit, length of service, or a combination of merit and length of service.

Ratification - Formal approval of a newly negotiated agreement by vote of the organization members affected.

Rationalization - Sometimes used as synonymous to "scientific management," that is, techniques for internal shop management which decrease costs and improve efficiency.

Real wages - The purchasing power of a dollar of wages; that is, money wages in relation to cost of living or price levels.

Recall - Process of bringing laid-off employees back to work, usually based on the same principles that governed order of layoff in inverse order (e.g., last worker laid off is first to be rehired). In union affairs, recall is a procedure for removing an officer by means of a membership vote.

Recognition - The acceptance by an employer of an employee organization as the majority representative of employees in an appropriate unit. Recognition is a major step in the establishment of a collective bargaining relationship and usually follows an election in which the majority of employees have selected an organization to represent them. Under certain conditions, employers may also voluntarily recognize an organization without an election or official certification.

Reinstatement - Return to employment of persons unlawfully discharged.

Re-opening clause - A provision in a collective bargaining agreement stating the time or the circumstances under which negotiations can be requested prior to the expiration of the contract. Re-openings are usually restricted to specific wage issues and not used for the contract as a whole.

Representation proceeding - A procedure for the purpose of determining the majority representative of employees, if any, in an appropriate collective negotiating unit or a question or controversy concerning the representation of employees for the purpose of negotiations.

Res judicata - The principle that an existing final judgment rendered upon the merits, without fraud or collusion, by a court of competent jurisdiction, is conclusive of rights, questions and facts in issue, as to the parties and their privies, in all other actions in the same or any other judicial tribunal of concurrent jurisdiction.

Restraint and coercion - Term used in Sec. 8(b) (1) of Taft-Hartley Act making it an unfair labor practice for a union to restrain or coerce employees in the exercise of their rights to join unions or to engage in union activities or in the exercise of their rights to refrain from joining unions or engaging in such activities.

Retrenchment - Refers to the layoff of academic personnel or the curtailment of academic programs due to the loss of enrollment or financial exigencies.

Retroactive pay - A delayed wage payment for work done previously at a lower rate. Income due workers when a new contract provides for a wage increase for work completed prior to the time the contract goes into effect.

Right-to-work - A term used to describe laws which ban union-security agreements by forbidding contracts making employment conditional on membership or non-membership in labor organizations.

Right-to-work laws - State laws which make it illegal for a collective agreement to contain union shop, maintenance of membership, preferential hiring, or any other clauses calling for compulsory union membership. State legislatures were authorized to pass such laws by the Taft-Hartley Act of 1947.

R: (Cont'd.)

Rival union dispute - A dispute between two or more unions over the issue of which one shall represent a particular group of workers as their collective bargaining agent. A rival union dispute differs from a jurisdictional dispute in that the latter is concerned with claims to jobs or kinds of work, whereas in a rival union dispute the unions acknowledge no jurisdictional boundaries between them but each is contending for the right to represent the workers on the jobs.

Run-off election - Second election directed by a labor board when the first fails to show more than half the votes recorded for any one choice presented.

S:

Sabbatical leave - A leave of absence granted a faculty member after a period of service, usually seven years.

Scab - An employee who continues to work during a strike; also a person who accepts employment in a nonunion shop or under nonunion conditions at a time when the union is trying to organize the industry.

Scientific management - A term used by Frederick Taylor and his successors to refer to those carefully worked out job techniques (by an engineer) designed to decrease costs and improve efficiency, such as plant layout, work scheduling, time and motion study, job analysis and incentive wage systems.

Scope of bargaining - The actual subject matter which management and employee organizations bring within the area of the collective bargaining agreement. Is generally defined in whatever law is applicable.

Secondary strike - A strike against an employer who uses or sells materials from a struck plant; differs from a sympathetic strike in that there is a business connection between the employers involved in the initial and the secondary strikes.

Seniority - Length of service with an employer or in one branch of business; preference accorded employees on the basis of length of service.

Separability clause - A stipulation in an employer-union agreement which protects the validity of the remainder of the contract should any particular provision be declared illegal or void for any reason.

Settlement agreement - Terms agreed upon in the settlement of charges before the NLRB without a full-dress hearing, decision, and order. To be binding, such agreements must have the consent of the NLRB.

Shift - A work period in a working schedule which includes more than one set of workers, for example, day and night shifts; term also applied to the workers employed on the shifts, for example, "shift workers." In some industries the term "tour" is more commonly used than shift.

Shop chairman - A union steward usually chosen by the department stewards from among their own number, although he may be elected by the members within the plant, to serve as chairman over all the stewards in the plant and to deal with top management officials in adjusting matters not settled satisfactorily by the department stewards and foremen.

Showing of interest - Support union must show among employees in bargaining unit before NLRB will process union's election petition. The Board requires a union that is seeking a representation election to make a showing of interest among 30 percent of the employees in the bargaining unit.

Sit-down strike - A protest stoppage in which the workers involved remain at their work-place in contrast to a strike where workers leave the plant and establish picket lines.

Sliding scale - Wage rates which are automatically adjusted to changes in the selling price of the commodity produced in accordance with a fixed formula.

Slowdown - A deliberate lessening of work effort for a definite purpose and time. In motive a slowdown is similar to a strike and differs from the latter only in a degree of stoppage involved.

S: (Cont'd.)

Standard agreement - A collective agreement prepared by the national union for use by its locals. The purpose of a standard agreement is not only to relieve the locals of the task of drafting their own agreements but also to promote the standardization of working conditions throughout the industry.

Stare decisis - The doctrine or principle that decisions should stand as precedents for guidance in cases arising in the future.

State arbitration statutes - Are of three general types: (1) general statutes designed primarily for commercial disputes, but some of which may be used for labor disputes; (2) special labor arbitration statutes, which contain some detail as to procedure; and (3) statutes which merely "promote" arbitration by charging a state agency to encourage its use.

Statute of limitations - As applied to unfair labor practices, a provision of the Taft-Hartley Act under which charges are outlawed if based on events more than six months old.

Stretch-out - A union term describing a situation in which workers are required to assume additional work duties without additional compensation.

Strike - Concerted cessation of work as a form of economic pressure by employees, usually organized, to enforce acceptance of their terms. (see also "General Strike," "Illegal Strike," "Sympathetic Strike.")

Strike benefits - Union payments, usually a small proportion of regular income, to workers during a strike.

Strike-breakers - The employer hires other workers, known as strike-breakers or scabs, to fill the jobs of striking workers.

Strike deadline - Time set by the union for beginning a strike if a satisfactory settlement is not reached.

Strike fund - Funds held by international or local unions for allocation during a strike to cover costs of strike benefits, legal fees, publicity, and the like.

S: (Cont'd.)

Strike insurance - Payment by companies in an association to a fund, or for the purchase of insurance, to reimburse a struck member company for lost business.

Strike vote - Balloting or canvass on question of calling a strike.

Structural unemployment - Unemployment resulting from major changes or shifts in a nation's economy.

Student employment - For the purposes of this bibliography, refers to that part of graduate student employment that might have a collective bargaining relationship, such as in the capacity of teaching assistants and research assistants.

Submission - A submission (sometimes called a "stipulation" or an "agreement to arbitrate") is used where there is no previous agreement to arbitrate. The submission, signed by both parties, describes an existing dispute, and often also names the arbitrator.

Superannuated rate - A rate of pay below the prevailing level or union rate for a worker above a certain age. Some union agreements require the employer to employ a specified ratio of older workers, allowing them to be paid less than the going union rates.

Supervisor - Any individual having authority in the interest of the employer to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward, or discipline other employees, or responsibility to direct them, or to adjust their grievances, or effectively to recommend such action, if in connection with the foregoing of the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment. Supervisors enjoy no protection of bargaining rights under the NLRA.

Supplemental Unemployment Benefit (SUB) Plans - Private plans providing compensation for wage loss to laid off workers, usually in addition to public unemployment insurance payments.

Sweetheart contract - A collective bargaining agreement, usually between a racketeer head of a paper local (but sometimes a legitimate union) and a corrupt employer.

S: (Cont'd.)

Sympathetic strike - A strike of workers who are not directly concerned with the matter in dispute but have participated in order to demonstrate worker solidarity and thus broaden the group pressure upon the employer against whom there is a strike for a specific cause.

T:

Taft-Hartley Act - The Labor-Management Relations Act of 1947, commonly known as the Taft-Hartley Act, reaffirmed the Wagner Act by guaranteeing the right of workers to form unions and to engage in collective bargaining. Under Section 14(b) (of the Taft-Hartley Act [1947]) states are allowed to pass laws banning the union shop and other union-management agreements that make union membership a condition for keeping a job. Nineteen states had such laws in 1967. (see also "Labor-Management Relations Act.")

Take-home pay - The amount of pay the worker actually receives in his check. Gross earning minus federal and state income taxes, social security taxes, health insurance premiums, etc.

"Tandem" wage increase - An increase automatically given a group of employees as the result of an increase negotiated with another group. For example, a pay increase to office workers similar to that negotiated with production workers.

Technological unemployment - Unemployment that results from the introduction of labor-saving machinery.

Temporary employee - One who is employed for a short period of time and who therefore does not have seniority rights or other privileges incident to permanent status. Under union-shop agreements, may be given a working permit in lieu of union membership.

Tenure - Long-term job security and salary rights given to a faculty member upon his completion of a probationary period.

Terminal jobs - Jobs which have no promotion possibilities; "blind alley" jobs.

I: (Cont'd.)

"Trilogy" (1960) - The United States Supreme Court decided three cases dealing with rights arbitrations which have become known as the Trilogy. The cases are: (1) United Steelworkers of America v. American Manufacturing Co., 80 S.Ct. 1343, 34 LA 559 (1960); (2) United Steelworkers of America v. Warrior and Gulf Navigation Co., 80 S.Ct. 1347, 34 LA 561 (1960); and (3) United Steelworkers of America v. Enterprise Wheel and Car Corp., 80 S.Ct. 1358, 34 LA 569 (1960).

Some of the significant teachings of these cases may be summarized as follows:

As to compelling arbitration, unless the parties expressly provide that the arbitrator is to determine arbitrability, the determination rests with the courts (if such issue is presented for judicial determination). The courts must compel arbitration where the party seeking it is making a claim which, on its face, is governed by the contract, even though the court might feel that the grievance is frivolous or baseless. Doubts over arbitrability should be resolved in the affirmative; arbitration should be compelled unless it may be said with "positive assurance" that the arbitration clause is not susceptible to an interpretation that covers the dispute.

As to review and enforcement of awards: The question of interpretation of the agreement is for the arbitrator, and the courts "have no business overruling him because their interpretation of the contract is different from his." A court should not reject an award unless it is clear that the arbitrator has exceeded his authority--the Supreme Court is unwilling to "assume" that an arbitrator has "abused the trust the parties confided in him" or that he "has not stayed within the areas marked out for his consideration."

As to the merits of disputes: Courts should not delve into the merits of grievances. The merits are not a subject for court inquiry in actions either to compel arbitration or to enforce awards.

As to modification of awards: The Supreme Court upheld the Court of Appeals' rejection of the early common-law rule that a court action to enforce an award must be dismissed in its entirety if any deficiency exists in the award. The Supreme Court held that an award need not be set aside for

T: (Cont'd.)

Trilogy (cont'd.) - incompletness merely because the arbitrator neglected to calculate the amount of back pay due grievant; the award was returned to the parties for determination of back pay by arbitration.

Because of the presumption favoring the arbitrability of labor disputes, courts have continued to compel arbitration in most cases where the arbitrability of the dispute has been challenged.

Tripartite arbitration board - The tripartite arbitration board, which may be either temporary or permanent, is made up of one or more members selected by management, an equal number selected by labor, and a neutral member who serves as chairman. The labor and management members generally are partisans and act as advocates for their respective sides. The Code of Ethics for Arbitration does not impose an obligation of strict neutrality upon the party members of tripartite boards.

Trustees - Individuals in which legal authority for governing the university is invested.

Trusteeship, union - Describes a situation in which a national or international union suspends the normal governmental process of a local union and takes over control of the local's assets and the administration of its internal affairs. The constitutions of many international unions authorize international officers to establish trusteeships over local unions in order to prevent corruption, mismanagement, and other abuses. The Landrum-Griffin Act of 1959 established controls over the establishment and administration of trusteeships.

U:

Umpire - An outside person employed jointly by the union and the employer, usually for a definite period of time, to whom are referred for final decision disputes over the interpretation or application of provisions of the agreement. Although arbitrator, impartial chairman, referee, and umpire are sometimes used indiscriminately, the latter three are more commonly applied when such persons serve in a permanent capacity as distinguished from an arbitrator who is appointed to settle a particular dispute.

U: (Cont'd.)

Unauthorized strike - A strike by employees contrary to the advice or without the consent of their union.

Unemployment insurance - A special payroll tax to finance unemployment insurance was levied by the Federal government on employers only. Ninety percent of the money collected within each state was offered to that state on condition that a satisfactory state unemployment insurance system be established.

Unfair employment practice - Discrimination in employment based on race, color, religion, sex, or national origin. Forbidden by Federal and some state laws.

Unfair labor practice - Practice forbidden by the National and several State Labor Relations Acts.

Union - Labor organization.

Union dues - Monthly sums paid by union members to their local unions. The amount of the dues is sometimes set by the international union, but more often by the local.

Union jurisdiction - The types of work, or entire industry, which a union claims, or which its federated body (A.F.L.-C.I.O.) has assigned to it as a basis for its membership. (see "Jurisdictional Disputes.")

Union label - A special label placed upon a product signifies that it has been made by union labor. Unions appeal to their members and the general public to purchase only products bearing union labels.

Union-management cooperation - In its broadest sense, refers to any peaceful management-union negotiations including bargaining over terms of employment. More commonly the term is given a limited meaning to refer to those jointly sponsored activities which are directed to the improvement and expansion of the business, such as cost savings, improvement in production procedures and quality of output, sales promotion, etc.

Union organizer - Member of a staff of a local or international union whose function, among others, is to recruit new members.

U: (Cont'd.)

Union security clauses - Provisions in a collective bargaining agreement designed to secure the status of the employee organization against employers, non-union employees, and/or raids by competing organizations.

Union shop - Arrangement with a union by which employer may hire any employee, union or non-union, but the new employee must join the union within a specified time and remain a member in good standing.

Unit - Shortened form of "unit appropriate for collective bargaining." It consists of all employees entitled to select a single agent to represent them in bargaining collectively.

V:

Vertical union - A union whose claimed jurisdiction covers all occupations from the production of raw materials to fabricated products. There is no clear line of distinction between a vertical and an industrial union.

Vesting rights (vested rights) - Applicable to many pension or retirement plans. Refers to the pension rights which permit employees to terminate employment before attaining retirement age, but without forfeiting accrued pension financed through employer contributions.

Voluntary recognition - see "Recognition."

W:

Wage award - The specified wage rates determined by an arbitrator or government agency.

Wage and Hours Act (1938) - This act, also known as the Fair Labor Standards Act, established a minimum wage of 40¢ per hour and a standard work-week of 40 hours for workers in interstate industry. Overtime (work beyond 40 hours) must be paid for at the rate of time and a half. The act also prohibited, with certain exceptions, children under 16 years of age from working in interstate industry. (Congress has since increased the hourly minimum wage.)

W: (Cont'd.)

Wage stabilization - Any plan to keep wages in an area or industry at established levels. Used particularly with reference to government plans for preventing inflation during war periods.

Wagner Act - see "National Labor Relations Act."

Walkout - Often a synonym for a strike; sometimes a synonym for a wildcat or quickie strike.

Welfare funds (union welfare funds) - Funds created through collective bargaining to provide welfare benefits for the employees of a number of employers. (see "Multiemployer Bargaining.") Under the terms of the Taft-Hartley Act, such funds usually are administered by trustees representing both employers and unions, respectively. Typically, welfare funds provide health and death benefits similar to those provided by welfare plans; a growing number provide pension benefits.

Welfare and Pension Plans Disclosure Act (Teller Act) - A federal statute passed in 1958 covering all non-governmental welfare and pension plans affecting more than 25 employees. Administrators of the funds must make annual reports to the Secretary of Labor, describing the plan and submitting financial statements. Several states have enacted similar laws.

Welfare plans - Benefit plans for the employees of a single employer, providing for disability insurance, hospital, medical and surgical protection, and life insurance. Welfare plans originally were financed almost entirely by joint employer-employee contributions. In recent years, the trend has been toward employer-financed plans. (see "Welfare Funds.")

Whipsawing - Term applied to a union tactic of negotiating with one employer at a time, using each negotiated gain as a lever against the next employer.

White-collar workers - Term used to describe non-manual workers; supervisory, professional, etc.

Wildcat strike - A work stoppage, usually spontaneous, by a group of organized employees without the authorization or approval of the employee organization.

W: (Cont'd.)

Work jurisdiction - Right claimed by union under its charter to have its members and no others engaged in certain work. (see "Jurisdictional Dispute.")

Work load - The quantitative measure of an hour's or a day's performance on a job. The term is usually applied to a standard of output which is supposed to represent reasonably efficient production without risk to health or safety.

Work permit - Card issued by union having closed shop to show permission that holder, though not a full-fledged union member, may be employed under contract.

Work restriction - A tacit understanding or planned movement among a group of employees to limit output below the standard of efficiency which could be maintained without risk to health and safety. Restriction of output may be (1) a temporary act to gain an immediate definite concession from the employer, in which case it takes on the nature of a slowdown strike; (2) an effort to prolong a job and prevent unemployment.

Work Rules - Rules regulating on-the-job conditions of work, usually incorporated in or referred to by the collective agreement.

Work stoppage - A temporary halt to work, initiated by workers or employer, in the form of a strike or lockout.

Workmen's compensation - Insurance systems established by law providing weekly cash benefits and medical services to workers who suffer physical injury during the course of their employment, irrespective of carelessness of worker or negligence of employer.

Y:

Yellow-dog contract - An oral or written agreement whereby an employee pledges not to become or to remain a union member under penalty of discharge. Banned in 1932 by the Norris-LaGuardia Act.

Z:

Zipper clause - Clause that seeks to close all employment terms for the duration of the labor contract by stating that the agreement is "complete in itself" and "sets forth all terms and conditions" of the agreement.

GLOSSARY SOURCES:

Academic Collective Bargaining Information Service. Glossary of Labor Terms. Washington, D.C., ACBIS, n.d.

Anderson, William S., ed. Ballentine's Law Dictionary. Rochester, N.Y.: The Lawyers Co-Operative Publishing Company, 1948.

Doherty, Robert E. and Gerard A. DeMarchi. Industrial and Labor Relations Terms, 3rd ed. Ithaca, N.Y.: New York State School of Industrial and Labor Relations, Cornell University, 1974.

Elkouri, Frank and Edna A. Elkouri. How Arbitration Works. Washington, D.C.: The Bureau of National Affairs, 1973.

Gordon, Irving L. Reviewing American History. New York: Amsco School Publications, Inc., 1967.

Peterson, Florence. American Labor Unions. New York: Harper & Brothers Publishers, 1953.

Shaughnessy, Marlene. Information Sources for New Jersey Public Sector Collective Bargaining, Rev. ed. New Brunswick, N.J.: Rutgers University, 1974.

United States Department of Labor. Glossary of Current Industrial Relations and Wage Terms, Bulletin No. 1438, Washington, D.C.: May 1965.

ACRONYMS - ABBREVIATIONS

AAA	-	American Arbitration Association
AAHE	-	American Association for Higher Education
AAJC	-	American Association of Junior Colleges
AASA	-	American Association of School Administrators
AAUP	-	American Association of University Professors
ACBIS	-	American Collective Bargaining Information Service
ACCF	-	Associated Community College Faculties
ACE	-	American Council on Education
ACRL	-	Association of College & Research Libraries
AFGE	-	American Federation of Government Employees
AFL	-	American Federation of Labor
AFL-CIO	-	American Federation of Labor - Congress of Industrial Organizations
AFSCME	-	American Federation of State, County and Municipal Employees
AFT	-	American Federation of Teachers
AHA	-	American Hospital Association
AMA	-	American Management Association
AUT	-	Association of University Teachers
BLS	-	Bureau of Labor Statistics
BNA	-	Bureau of National Affairs
BSEU	-	Building Service Employees Union
CAPE	-	Coalition of American Public Employees
CAUT	-	Canadian Association of University Teachers
CCHE	-	Carnegie Commission on Higher Education
CLC	-	Cost-of-Living Council
CPI	-	Consumer Price Index
CSC	-	Civil Service Commission
CSEA	-	Civil Service Employees Association
EEOC	-	Equal Employment Opportunity Commission
ENS	-	Educators Negotiation Service
EOC	-	Equal Opportunity Commission
ERIC	-	Educational Resources Information Service

FEP	-	Fair Employment Practices
FEPC	-	Fair Employment Practices Commision
FLRC	-	Federal Labor Relations Council
FMCS	-	Federal Mediation and Conciliation Service
GERR	-	Government Employee Relations Report (BNA)
IBEW	-	International Brotherhood of Electrical Workers
IBTU	-	International Building Trades Unions
IBUE	-	International Brotherhood of University Employees
IUOE	-	International Union of Operating Engineers
LA	-	Labor Arbitration and Dispute Settlements (BNA)
LAIRS	-	Labor Agreement Information Retrieval System (Civil Service Commission)
LIU	-	Laborers' International Union
LMRS	-	Labor - Management Relations Service
LRB	-	Labor Relations Board
LRR	-	Labor Relations Reporter (BNA)
LRRM	-	Labor Relations Reporter - Decisions of the Courts, NLRB (BNA)
MERC	-	Michigan Employment Relations Commission
NAA	-	National Academy of Arbitrators
NACUA	-	National Association of College and University Attorneys
NACUBO	-	National Association of College and University Business Officers
NAGE	-	National Association of Government Employees
NCSCBHE	-	National Center for the Study of Collective Bargaining in Higher Education
NEA	-	National Education Association
NLRB	-	National Labor Relations Board
NUHHCE	-	National Union of Hospital and Health Care Employees
NUSOG	-	National Union of Security Officers and Guards
NYSLRB	-	New York State Labor Relations Board
NYSUT	-	New York State United Teachers
OER	-	Office of Employee Relations
OFCC	-	Office of Federal Contract Compliance
OPEIU	-	Office and Professional Employees International Union

PERB	-	Public Employment Relations Board
PERC	-	Public Employment Relations Commission
RDTEU	-	Research, Development and Technical Employees Union
SCMEU	-	State, County and Municipal Employees Union
SEIU	-	Service Employees International Union
SFLRP	-	Society of Federal Labor Relations Professionals
SPIDR	-	Society of Professionals in Dispute Resolution
UFCT	-	United Federation of College Teachers
UFT	-	United Federation of Teachers

AN INVITATION TO JOIN THE NATIONAL CENTER

Baruch College takes pleasure in extending an invitation to all Colleges, University Systems, Faculty Organizations, and other interested institutions and individuals to become subscribers to the National Center for the Study of Collective Bargaining in Higher Education. Subscriber status will include the following:

ATTENDANCE AT ANNUAL CONFERENCE	One free registration at the Fifth Annual Conference in April, 1977.
NEWSLETTER SUBSCRIPTION	The Newsletter, published five times a year, carries current information on developments in the field and subject bibliographies. Included also are research analyses of faculty contract clauses.
PROCEEDINGS	Annual Conference Proceedings.
BIBLIOGRAPHIES	Subject Indexes (including arbitration awards, court cases, NLRB decisions, PERB decisions, student involvement, affirmative action, governance, tenure) plus Author, Title, and Keyword Indexes.
DIRECTORY	Contracts and Bargaining Agents in Institutions of Higher Education
INDIVIDUALIZED COMPUTER SEARCHES	Data base of faculty contracts. The full-text retrieval printout gives you the actual wording of the contract clauses on the subject requested. Regular rate ..... $150.00 Subscriber rate 100.00
SPECIAL RATES	for the Center Workshops when scheduled.

ANNUAL SUBSCRIBER FEES

Individual $225.00
(for calendar 1976)

Group rates available on request.

NATIONAL CENTER FOR THE STUDY
OF
COLLECTIVE BARGAINING IN HIGHER EDUCATION

PUBLICATIONS

Individual Purchases

1. *PROCEEDINGS* -

Fourth Annual Conference, April 1976	(Forthcoming)
Third Annual Conference, April 1975	$ 7.00
Second Annual Conference, April 1974	5.00
First Annual Conference, April 1973	5.00

2. *NEWSLETTER* -

Volume 4 - 1976 (5 issues)	10.00
Volume 3 - 1975 (5 issues)	10.00
Volume 2 - 1974 (5 issues)	10.00
Volume 1 - 1973 (2 issues)	4.00

3. *BIBLIOGRAPHY* - Collective Bargaining in Higher Education

Bibliography 4, April 1976	7.00
Bibliography 3, April 1975 (Out of print)	
Bibliography 2, April 1974	5.00
Bibliography 1, April 1973	5.00

4. *BIBLIOGRAPHY* - Higher Education Collective Bargaining: Other Than Faculty Personnel

Volume 3, 1976	(Forthcoming)
Volume 2, 1975	$ 5.00
Volume 1, 1974	3.00

5. *DIRECTORY* - Of Contracts and Bargaining Agents in Institutions of Higher Education, April 1976 ..... (Free of Charge)

Subscription Rate

6. The 1976 subscription rate to National Center publications (Jan. 1 - Dec. 31, 1976) is $25.00

Includes:

Proceedings, Fourth Annual Conference
Newsletter, Volume 4 - 1976
Bibliography 4
Bibliography - Other Than Faculty Personnel, Volume 3

FACULTY COLLECTIVE BARGAINING CONTRACT DATA BASE AND COMPUTER RETRIEVAL SYSTEM

The Center's Library has on file current and expired faculty contracts, plus the beginnings of a collection of non-faculty contracts and contracts from Canadian institutions. Of the 136 current contracts (with expiration dates of 1976, 1977 or 1978) presently on file, 44 are for four-year institutions, and 92 for two-year institutions. One hundred and fourteen expired contracts are also in our collection; 36 for four-year and 78 for two-year institutions.

At the present time, all of the above have been input into the computer retrieval system which has a full-text retrieval capability on search requests of any word in the contracts. The retrieval of full-text data eliminates the problems inherent in establishing and operating a keyword indexing system which gives the usual computer listing of citations rather than full-text.

Search printouts from the Center provide the actual wording of the contract clauses/sections that have been requested by the user.

Any word(s) in the active contract file can be searched, or the search can be limited or divided into public/private; four/two-year institutions by college name; by bargaining agent affiliation; by expiration date.

Center members may order individual searches of the active contract file for $100.00; the cost to non-members is $150.00 per search. Searches of the 136 active contracts and the 114 expired contracts can be ordered for $225.00 per search. The individual search that you have requested can usually be ready within seven days.